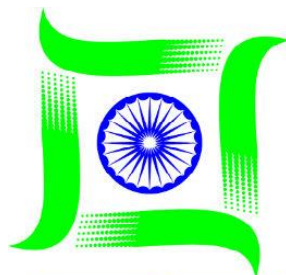


ENVIRONMENT AND SOCIAL ASSESSMENT

**Environment Management Plan
Social Inclusion and Tribal Plan**

TEJASWINI

Project for Socio-Economic Empowerment of Adolescent
Girls and Young Women



झारखण्ड सरकार

**GOVERNMENT OF JHARKHAND
DEPARTMENT OF WOMEN AND CHILD DEVELOPMENT
AND SOCIAL SECURITY**

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ACRONYM

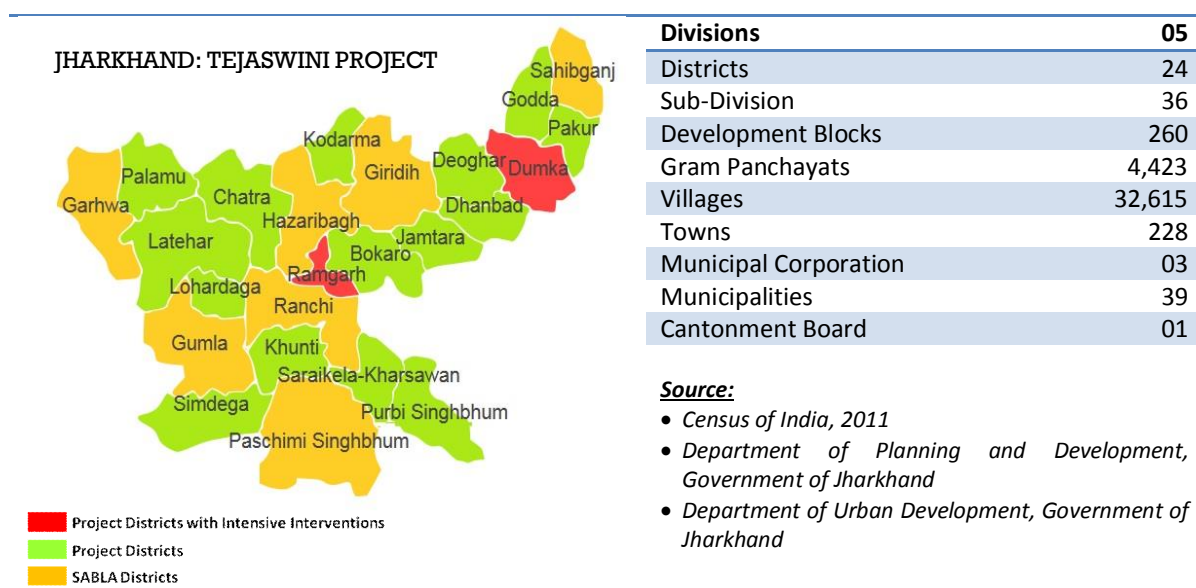
AGYW	Adolescent Girls and Young Women
AGs	Adolescent Girls
AISHE	All India Survey of Higher Education
CBO	Community Based Organization
CDR	Crude Death Rate
CRC	Cluster Resource Centre
CSO	Civil Society Organizations
DCPO	District Child Protection Officer
DDU-GKY	Deen Dayal Upadhyay Grameen Kaushal Yojana
DoPD	Department of Planning and Development
DoSE	Department of Secondary Education
DPO	District Programme Officer
DSE	District Education Superintendent
DWCDSS	Department of Women and Child Development and Social Security
EMP	Environment Management Plan
FMIS	Financial Management Information System
GER	Gross Enrollment Ratio
GoI	Government of India
GoJ	Government of Jharkhand
GP	Gram Panchayat
ICDS	Integrated Child Development Services
IGMSY	Indira Gandhi Matritva Sahayog Yojana
IMR	Infant Mortality Rate
IT	Information Technology
ITES	Information Technology Enabled Services
ITI	Industrial Training Institute
JSDM	Jharkhand Skill Development Mission
JSLPS	Jharkhand State Livelihoods Promotion Society
JWDS	Jharkhand Women Development Society
KGBV	Kasturba Gandhi Balika Vidyalaya
LWE	Left Wing Extremism
M&E	Monitoring and Evaluation
MFI	Micro Finance Institution
MHRD	Ministry of Human Resource Development
MoRD	Ministry of Rural Development
MSME	Micro Small Medium Enterprises
NCVT	National Council for Vocational Training
NFHS	National Family Health Survey
NGO	Non-Government Organization
NIOS	National Institute of Open Schooling
NSDC	National Skills Development Corporation
NSQF	National Skills Qualifications Framework
NSSO	National Sample Survey Organization

NULM	National Urban Livelihood Mission
OP	Operations Policy
PIA	Programme Implementing Agency
PTG	Primitive Tribal Group
RDD	Rural Development Department
RGSEAG	Rajiv Gandhi Scheme for Empowerment of Adolescent Girls
SC	Scheduled Caste
SITP	Social Inclusion and Tribal Plan
SPIU	State Project Implementation Unit
SRLM	State Rural Livelihood Mission
SSC	Sector Skill Council
ST	Scheduled Tribe
TSP	Tribal Sub-Plan
TVGs	Tribal and Vulnerable Groups
UT	Union Territory
VTP	Vocational Training Provider

1. Background: State Demographics

Jharkhand is a state in Eastern India with a population of 33 million, approximately 2.72¹% of country's total population. It was carved out of the southern part of Bihar on November 15, 2000 after bifurcation from Bihar. The state has an area of 79,714 km² which constitutes 2.4% of the total geographical area of the country. It is surrounded by Bihar to the north, Uttar Pradesh and Chhattisgarh to the west, Orissa to the south, and West Bengal to the east. It is divided into 5 administrative divisions and 24 districts. The capital city of the state is Ranchi.

Few notable features of Jharkhand include abundance of mineral reserves i.e. 40% of the country's mineral resources such as coal, iron ore, copper, uranium, mica, bauxite, granite etc.; high proportion of Scheduled Tribe population which is about 26.2% (includes 50% females) of the state's total population against an all India average of 8.6%, and a 23,605² km² of area under forest cover which is about 28.82% against the Indian average of 23.81%. The average household size is 5.3 persons.



According to Census of India, 2011 the state is moderately urbanized with 24% of its population lives in urban areas while 76% resides in rural areas. Five of its districts namely; Ranchi, Ramgarh, Bokaro, Purbi Singhbhum and Dhanbad are highly urbanized with more than 40% of their population living in urban areas. The population is also very young; adolescents and youth (ages 10-24) constitute 31% of the total population. Few demographic indicators of Jharkhand compared to National statistics are given in the **Table-1** below:

¹ Census of India, 2011

²<http://www.jharkhand.gov.in/about-forest-department>

Table-1: State Demographics

Indicators	Unit	Jharkhand	India	Source
Total Population	Million	32.97 (2.72% of India)	1,210.19	Census of India, 2011
Decadal Growth Rate	%	22.42	17.64	
Population Density	Population/ Sq. Km	414	382	
Urban to Total Population	%	24.05	31.16	
Sex Ratio	Females/ 1000 Males	947	940	
Literacy Rate	%	67.63	74.04	Data book of DCH, Apr-2013
Crude Birth Rate	Live births/ 1000 population	25.0	21.8	
Crude Death Rate	Deaths/ 1000 population	6.9	7.1	
Infant Mortality Rate	Infants/ 1000 live births	39	44	

Maintaining Crude Death Rate (CDR) and Infant Mortality Rate (IMR) less than the national rates could be seen as important reasons behind higher decadal growth rate of Jharkhand. Further, the sex ratio of the state is ahead of the national average but literacy rate is lagging behind. Interventions like Mahila Samkhyha Programme etc. are being implemented by the government to improve the female literacy within state by mainstreaming the drop-outs/vulnerable female group/s to secondary/higher education.

Tribes of Jharkhand

Among States/UTs with abundant tribal population, Jharkhand holds the 6th rank with 8.3% ST population w.r.t. total ST population of India (refer **Chart-1**). Tribes in the state mostly live in relatively isolated and inaccessible areas and are highly deprived and marginalized. State has around 32 Tribal Groups, major among them are Santhal, Munda, Oraon and Ho covering approximately 76% of the state’s total tribal population including 38.5% of female tribes. 8 out of the 32 tribes of Jharkhand fall under Primitive Tribal Group (PTG)³ considered being more vulnerable among the tribal community. Malnutrition, Malaria and dysentery are rampant in PTGs villages and the access of these

Chart-1: States with prevalent ST Population (% w.r.t. Total ST Population of India), Census-2011

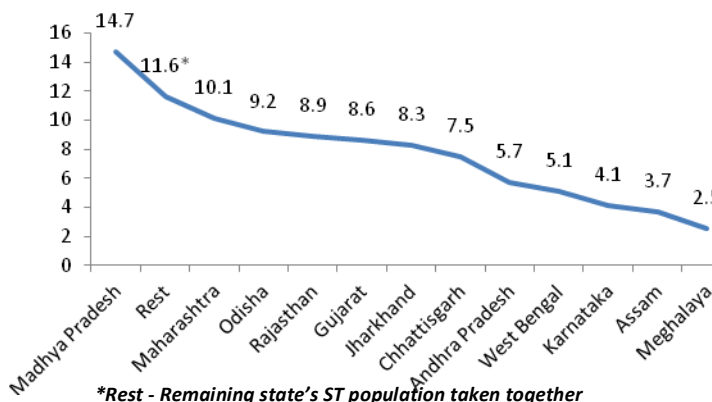
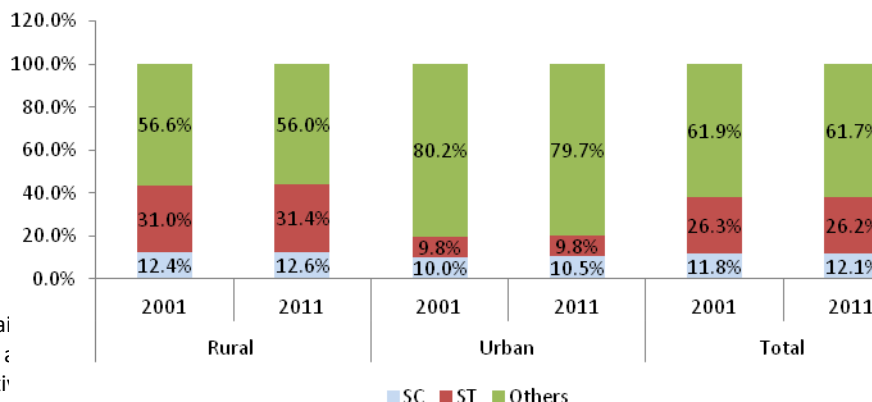


Chart-2: SC AND ST POPULATION (RURAL AND URBAN) OF JHARKHAND : CENSUS 2001 VERUS 2011



³Among scheduled tribes, there are certain pre-agricultural level of technology and have been identified and categorized as Primitive

communities to the social welfare programmes remains limited⁴.

It is evident from the **Chart-2** that percentage variation in SC and ST population in both rural and urban areas is almost negligible from 2001 till 2011 with approximately one-third of the total ST population resides in rural areas.

A large proportion of the tribal communities are highly dependent on the natural resource base for their survival and their livelihood systems revolve around forests, agriculture, livestock and wage labour. Degradation of forestlands and concentration of resources to few urban locations have reduced the livelihood generation opportunities for them, thereby considered as one of the major reasons for their migration.

Status of Adolescent Girls and Young Women in Jharkhand

Adolescence and young age is important because of major physical, physiological, psychological, and behavioral changes with changing patterns of social interactions and relationships. Adolescent girls and young women in the age group of 14-24 years account for 10% of the total population of Jharkhand including 1.16% SCs and 2.67% STs⁵.

Findings of a recent survey by World Bank in Jharkhand indicate that lot of efforts are still required in catering the adolescent girls and young women because 62% of them (14-24 years AGYW in the state) are still deprived of desired skill development training, education and employment. Reasons could be many and indicate the requirement to enhance the outreach of existing programmes /schemes focusing the target group within the state. Considering this, the project aims to empower the AGYW of age group 14-24 years through focused interventions covering especially education and employment aspects. An overview of existing status of 14-24 years adolescent girls and young women in the state pertaining to different areas/sectors is given at ***Annexure-I: Status of Adolescent Girls and Young Women in Jharkhand.***

2. Tejaswini: Project Description

The Department of Women, Child Development and Social Security (DWCDSS), Government of Jharkhand with the support of World Bank is in process of implementing **Tejaswini Project** for “Socio-economic Empowerment of Adolescent Girls & Young Women” in the state. The Project aims to improve educational and employment outcomes for adolescent girls and young women in 17 selected districts of Jharkhand.

It will support the DWCDSS in both developing new service infrastructure and programs that facilitate this empowerment where there are critical gaps and leveraging existing systems and services through girl-friendly enhancements and improving girls’ access. In particular, the project will improve access to appropriate social networks, educational and employment opportunities, facilitate innovation in intensive service delivery for enhanced local programming and coverage, and support state-wide system strengthening and implementation. The proposed project consists of three main components:

- (i) Expanding social, educational and economic opportunities through community mobilization, capacity building, skill development, supportive systems strengthening etc. focusing the target group

⁴ IFAD/India-Jharkhand Tribal Empowerment and Livelihood Project Design Report-Appraisal- Main Report

⁵ Census of India, 2011

- (ii) Intensifying the service delivery interventions by experimenting enhanced institutional delivery model and additional innovative services in two pilot districts
- (iii) Strengthening state-wide systems, implementation and convergence for efficient delivery of services

2.1 Project Development Objective (PDO)

The project development objective is to improve completion of market-driven skills training and secondary education for adolescent girls and young women in selected districts of Jharkhand.

2.2 Beneficiary Profile

The primary project beneficiaries are adolescent girls and young women in the age group of 14-24 years from the state of Jharkhand. There are about 3.24 million adolescent girls and young women in the state, of which about 2 million (62%) are those not in education, employment or training (NEET). The vulnerable among the target group belong to ST and SC accounts for 27% of the total target group population.

The project will simultaneously enhance the capacity of the government officials and functionaries engaged in delivery of relevant policies and programs at the state, district, block and GP level, NGOs, associations for adolescent girls and young women, and other community based organizations (CBOs) by simplifying procedures and clarifying roles, building skills and minimizing the service delivery barriers.

Details of various government schemes/Programmes for AGs and women being implemented in Jharkhand are given at ***Annexure-II: Government Schemes/Programmes for AGs and Women in Jharkhand.***

2.3 Project Components

The proposed project consists of three main components:

Component 1: Expanding social, educational and economic opportunities (US\$ 42 million). This component aims to support the adolescent girls and young women of 15 districts in Jharkhand to achieve greater social, educational and economic empowerment. This will be achieved by financing two major interventions at the community and institutional levels. At the community level the project will focus on: (a) formation and capacity building of community-level young women's groups (Tejaswini Clubs) with a modest annual participatory budget allocation of approximately US\$300 for social and productive activities planned and implemented by the club members. One club will be established for every two Anganwadi Centres. Led by project-financed and trained youth facilitators, these clubs will form the backbone of the project and serve as the entry point for young women and girls into the Tejaswini Program; (b) life skills education delivered by trained youth facilitators and peer leaders through clubs over multiple months based on an evidence-based curriculum comprised of four key topic areas: resilience and soft skills, financial literacy, health and nutrition, and young women's rights and protections; (c) community-level business skills training for increasing young women's capacity to generate income through self-employment and micro-enterprise. and (d) community mobilization and communications with an emphasis on engaging families and community leaders (especially men) in support of girls' program participation and broader access to educational and economic opportunities.

At the institution-level the project will support two key interventions: (a) financing non-formal education and vocational skills training for a subset of project beneficiaries through qualified service providers. The focus will be on linking beneficiaries (ages 14-20) to enhanced bridge and non-formal education (through the open schooling system) and beneficiaries (ages 16-24) to vocational skills

training (through performance-based contracts with select qualified providers); and (b) cash transfers to the beneficiaries participating in these courses for incentivizing regular participation in, and completion of, courses.

Component 2: Intensive service delivery (US\$14 million). This component aims to pilot and evaluate more intensive community-level service delivery models focused on increasing young women’s access to educational interventions, training, and employment opportunities. The aim will be to enhance the last mile service delivery in terms of increase program enrollment, participation in educational and training interventions, and overall effect sizes of the project. This will be achieved by financing an additional youth facilitators for every Tejaswini club, compared to one facilitator for every two clubs in the other 15 districts as well as a local full-time designated safe space (“cluster center”) leased and operated by the NGO provider in approximately 200 sites. The project will also finance interventions for enhanced outreach to hard-to-reach populations.

Component 3: State capacity building and implementation support (US\$6.00 million). This component aims to support strengthening of institutional capacity and outreach of the Department of Women & Child Development and Social Security (DWCDSS) and the Jharkhand Women Development Society (JWDS) to ensure effective and efficient delivery of services for adolescent girls and young women in the state. This will be achieved by financing: (i) operating cost of a state level resource centre for empowerment of adolescent girls and young women that will provide ongoing support to DWCDSS in evidence-based policy and program development, process and impact evaluations, knowledge management and need-based program augmentation; (ii) formulation of a state strategy and plan of action for convergent action on the empowerment of adolescent girls and young women; (iii) design, development and operation of program management information system (MIS) for improved monitoring, evaluation and financial management; (iv) development of relevant manuals and guidelines for project implementation, partnerships and human resource management led by JWDS; (v) project implementation including day-to-day operational support, development of capacity building strategy, training of service providers and stakeholders along with monitoring and impact evaluations.

2.4 Project Locations

The 17 districts selected for implementation of the various interventions proposed under the Project are Bokaro, Chatra, Deoghar, Dhanbad, Dumka, Godda, Jamtara, Khunti, Koderma, Latehar, Lohardaga, Pakur, Palamu, Purbi Singhbhum, Ramgarh, Saraikela-Kharsawan and Simdega. Of these, 12 districts (in BOLD) are LWE districts. These districts are selected on the basis of the following criteria:

- Non-SABLA (RGSEAG) districts
- geographic and socio-economic diversity
- the presence of sector skill councils for skill development
- Synergies with other Bank operations

A brief demographic profile of the aforementioned 17 districts of Jharkhand is given below:

Table-2: Overview of State Demographics

S. No.	Districts	No. of blocks	Total Population	Sex Ratio	Density (per km ²)	Literacy	% w.r.t. State population	
							SC	ST
1	Bokaro	9	2062330	922	715	72.01%	6.10%	5.21%
2	Chatra	12	1042886	953	280	60.18%	6.94%	0.93%
3	Deoghar	10	1492073	925	602	64.85%	3.87%	3.69%
4	Dhanbad	8	2684487	909	1316	74.52%	8.91%	4.75%

S. No.	Districts	No. of blocks	Total Population	Sex Ratio	Density (per km ²)	Literacy	% w.r.t. State population	
							SC	ST
5	Dumka*	10	1321442	977	351	61.02%	1.62%	11.64%
6	Godda	9	1313551	938	580	56.40%	2.35%	5.69%
7	Jamtara	6	791042	954	437	64.59%	1.49%	4.90%
8	Khunti	6	531885	997	210	63.86%	0.49%	7.94%
9	Kodarma	6	716259	950	282	66.84%	2.22%	0.14%
10	Latehar	9	726978	967	169	59.51%	3.16%	6.75%
11	Lohardaga	7	461790	985	307	67.61%	0.31%	5.35%
12	Pakur	6	900422	989	497	48.82%	0.58%	7.72%
13	Palamu	20	1939869	928	442	63.63%	10.93%	3.69%
14	PurbiSinghbhum	11	2293919	949	644	75.49%	2.27%	13.32%
15	Ramgarh*	6	949443	921	708	73.17%	2.17%	4.10%
16	SaraiKelaKharsawan	9	1065056	956	401	67.70%	1.14%	7.63%
17	Simdega	10	599578	997	159	67.99%	0.91%	8.65%
	TOTAL	154	20893010	954	-	-	13.03%	23.98%

Source: Census of India, 2011

	Highest value (w.r.t column)
	Lowest value (w.r.t. column)

Out of the total 17 Project districts, the two districts* i.e. Dumka and Ramgarh are selected for intensive interventions under the Component-2 of the Project. Tribal population is prevalent in the Dumka district and therefore, 10 of its blocks are listed under fifth schedule areas defined by Constitution of India.

Table-3: Fifth Scheduled Areas⁶

Districts	Divisions	Blocks	GPs	Villages	Blocks in Scheduled Areas	
					Number	Name
Dumka	1	10	206	2688	10	Saraiyhat, Jarmundi, Jama, Ramgarh, Gopikandar, Kathikund, Dumka, Sikaripara, Ranewar and Masalia blocks
Ramgarh	1	4	143	351	-	-

A comparison of demographics of the pilot districts selected with the state is given at **Annexure-III: Demographics of districts selected for Intensive Project Interventions.**

The project intends to cover 154 blocks and a total target population (14-24 years female) of approximately 2.1 million including 25% of STs and 13% SCs. 3/4th of the target group population in the project districts is literate including 20% of those completed secondary education and 11% of those who are graduated or above. It still leaves approximately 46% of females in 14-24 years age in the selected districts that are literate up to middle level only. When marital status is considered, it is found that 50% female in the target group are single and 1% are either Widowed/ Separated or Divorced. Employment status (as per Census of India, 2011) is also alarming because 70% females in the 15-24 years age are

⁶ The term 'Scheduled Areas has been defined in the Indian Constitution as "such areas as the President may by order declare to be Scheduled Areas". Paragraph 6 of the Fifth Schedule of the Constitution prescribes the procedure for scheduling, rescheduling and alteration of Scheduled Areas.

non-workers by main activity while only 30% are main/marginal workers having some kind of livelihood generation source.

Demographics for the target group i.e. 14-24 years AGs and young women are provided at **Annexure-IV: Demographics of Project's target group (14-24 years AGYW)**.

3. Policy, Legal and Regulatory Framework

3.1 Policies, Acts and Regulations of GoI & GoJ

3.1.1 Environment

Considering the *soft* nature of proposed interventions in this project, there are no environmental laws or regulations that could apply to such interventions. Nevertheless, it is to be ensured that the premises used by the service providers comply with all applicable national and state requirements and have all necessary permissions that may apply. The premises should have all basic facilities such as toilets for men and women, first aid facilities, fire safety equipment, etc. as per prevailing regulations. Potential service providers and associated stakeholders are advised to refer to the following important regulations and ensure that all premises are compliant with the same:

Table-4: Environment Regulations/Acts/Policies

Relevant Policy/ Regulations/ Act	Brief Description
The Indian Forest Act, 1927	The act deals with reserved forest, village forest, protected forest, control over forests and lands not being property of government, the duty on timber and other forest produce, regulation transit of forest products, collection of timber, penalties and procedures, cattle –trespass, forest officers and other miscellaneous provisions. Section 26 of the Indian Forest Act 1927prohibits a number of activities including making fresh clearings, tree felling, lopping, burning, grazing, quarrying, manufacturing activities, hunting, shooting, etc. in the forest. The Act also regulates activities in protected areas.
National Building Code, 2005	The Code mainly contains administrative regulations, development control rules and general building requirements; fire safety requirements; stipulations regarding materials, structural design and construction (including safety); and building and plumbing services. <i>Part 7 “Constructional Practices and Safety”</i> deals with constructional planning, management and practices in buildings may be applicable if any construction work comes under the Project’s ambit.
Guidelines for School Infrastructure and Strengthening (Civil Works) Ministry of HRD, 2014	Under Rashtriya Madhyamik Shiksha Abhiyan (RMSA) scheme of MHRD, there is a provision for infrastructure support to enhance access to and improve quality of secondary education. It includes detailed guidelines on infrastructure support classified into 6 categories: (i) Opening of new secondary schools and up-gradation of upper primary, (ii) Strengthening of existing secondary schools, (iii) Girls hostel for Educationally Backward Blocks, (iv) Vocational Education related workshops, (v) Major repair for school building and (vi) Teachers quarter.
Eco-Housing Assessment Criteria	The assessment criteria were approved by Department of Urban Development, Government of Maharashtra. It focuses on resource

Relevant Policy/ Regulations/ Act	Brief Description	
(EHAC)	conservation measures like site planning, total water management, energy conservation, eco-friendly and energy efficient building materials, renewable energy and solid waste management with an objective to help serve as a benchmark for Eco-Housing projects.	
Design Manual for Barrier Free Built Environment, CPWD, 1998	This Manual seeks to provide clear and concise guidelines and standards that can help design a built environment as barrier-free and accessible.	
Solar Architecture (SA)	This architecture of 21st century is based on the proven solar technology that enables any building shell to be creatively designed as an energy shell to enhance the optimal utilization of solar energy. GoI through Solar Energy Corporation of India (SECI) is also focusing on encouraging rapid development of the solar power sector in India	
Nomenclature	Particulars	Brief Description
Indian Standards (IS) adopted by Bureau of Indian Standards		
IS 15883 (Part 1):2009	Guidelines for construction project management: (Part 1) General	It provides a general overview of construction project management and information regarding the applicable tools and techniques. It gives brief guidelines on various construction project management functions.
IS 8827:1978	Recommendations for Basic Requirements for School Buildings	This standard (approved by Civil Engineering Division Council) covers spatial, functional and environmental requirements of school buildings.
IS 18001:2007	Occupational health and safety management system – Requirements with guidance for use	This standard prescribes requirements for an occupational health and safety (OH&S) management systems, to enable an organization/ firm/ agency to formulate a policy and objectives, taking into account legislative requirements and information about significant hazards and risks, which the organization can control and over which it can be expected to have an influence, to protect its employees and others, whose health and safety may be affected by the activities of the organization.
IS1893 (Part-1): 2002	Criteria for Earthquake Resistant Design of Structures	This standard contains provisions that are general in nature, applicable to all structures and contains the provisions that are specific to buildings only. It covers general principles and design criteria, combinations, design spectrum, main attributes of buildings, dynamic analysis, apart from seismic zoning map and seismic coefficients of important towns, map showing epicenters, map showing tectonic features and litho-logical map of India.
Safety Practices		
SP 70:2001	Handbook on Construction Safety Practices	It covers the urgent needs of constructors, project managers and site engineers and deals with the safety in construction. Primarily, it is based on the

Relevant Policy/ Regulations/ Act	Brief Description
	Indian Standards in the subject but does not form a part of Indian Standard.

3.1.2 Social

Table-5: Social Regulations/Acts/Policies

Relevant Policy/ Regulations/ Act	Brief Description	Applicability
National Policy on Tribal Development, 1999	The policy seeks to bring scheduled tribes into the mainstream of society through a multi-pronged approach for their all-round development without disturbing their distinct culture.	Applicable: The Project needs to ensure that tribal communities participate in the project activities and there will be no adverse impact/s on local tribal groups.
Tribal Sub-Plan	Under TSP, all funds from various programmes are pooled and used strategically to support the socio-economic development of tribals within a specified period. It includes housing, education, employment, health services, irrigation infrastructures in tribal areas etc.	Applicable: The Project focuses on establishing linkages to improve education and employment perspectives related with AGYW including tribals.
Child Labour(Prohibition & Regulation) Act, 1986	The Act prohibits the employment of children below the age of 14 in factories, mines and in other forms of hazardous employment including construction, and regulates the working conditions of children in other employment.	Not Applicable: The Project's target group is 14-24 years AGYW.
Minimum Wages Act, 1948	The Act provides for fixing minimum wages to be paid to unskilled temporary workers. It also provides for equal wage payment to men and women laborers for the same work.	Applicable: The Project invests in strengthening systems for skilling and employment of AGYW. Therefore, it is required to ensure that Project beneficiaries if employed, the minimum wages are paid and that wage parity is maintained for men and women workers for doing the same work.
National Youth Policy, 2014	The Policy aims to empower youth (15-29 years) to achieve their full potential by identifying 5 well-defined objectives and 11 priority areas and suggests policy interventions in each priority area. The priority areas include education, skill development and employment, entrepreneurship, health and healthy lifestyle, sports, promotion of social values, community engagement, participation in politics and governance, youth engagement, inclusion and social justice.	Applicable: The Project mainly deals with the socio-economic empowerment of AGYW in the age of 14-24 years wherein the priority areas of Project include education and employment.
73rd Constitutional Amendment Act, 1993	It provided one-third reservation to women in the PRIs and thereby provided them with Constitutional powers and responsibilities for a range of issues including resource management, family planning, education and health. It enabled	Applicable: The Project also envisages empowering women and AGs through better bottom-up planning related with education and employment

Relevant Policy/ Regulations/ Act	Brief Description	Applicability
	the participation of women as voter, women as members of political parties, women as candidates, women as elected members of PRIs taking part in decision-making, planning implementation and evaluation.	perspectives and resolution of persisting issues. PRI role may be crucial in enhancing the Project's outreach at grassroots.
National Policy for Empowerment of Women, 2001	The goal of this policy is to bring about the advancement, development and empowerment of women. Its objectives include development of positive environment for women; enjoyment of all rights and entitlements by women; equal accessibility to participate and decide; equal accessibility to services like health, education, employment, remuneration, social security etc.	Applicable: The Project has been designed on the similar lines with an overall objective to empower AGYW through increased accessibility to education and employment.

3.2 World Bank Safeguard Policies

3.2.1 Environment

Table-6: Relevant Environment Safeguard Policies of World Bank

Relevant Operational Policy	Policy Name	Brief Description	Applicability
OP/BP4.01	Environmental Assessment World Bank Safeguard Policy	This policy is used by the World Bank to identify, avoid and mitigate the potential negative environmental impacts associate with the Bank lending operations. In the World Bank operations, the purpose of Environmental assessment is to improve decision making to ensure that project options under consideration are sound and sustainable and that potentially affected people have been properly consulted.	Applicable: It requires the preparation of a suitable Environment Management Plan (EMP) for the project. It entails screening of project interventions according to their impact potential and prescribes the extent of detailing required in the assessment process.
OP/BP4.12 Safeguard Policy	Involuntary Resettlement World Bank	Implemented in projects which displace people. Requires public participation in resettlement planning as part of EA for project. Intended to restore or improve income earning capacity of displaced populations.	Not Applicable as land acquisition and land purchase will not be done for any project activity.

3.2.2 Social

Table-7: Relevant Social Safeguard Policy of World Bank

Relevant Operational Policy	Policy Name	Brief Description	Applicability
OP/BP4.10	Indigenous People World Bank Safeguard Policy	Purpose is to ensure indigenous peoples benefit from Bank financed development and to avoid or mitigate adverse affects on	Applicable since the beneficiaries in the Project districts include an estimated 24% tribal population and it

Relevant Operational Policy	Policy Name	Brief Description	Applicability
		indigenous peoples. Applies to projects that might adversely affect indigenous peoples or when they are targeted beneficiaries. Requires participation of indigenous peoples in creation of “indigenous people’s development plans”.	is then required to ensure that any adverse effects of the project are avoided or minimized and that the indigenous people receive culturally appropriate social and economic benefits.

4. Social and Environmental Assessment Process

4.1 Need for Environmental and Social Assessment of Tejaswini Project

The main objective of environmental and social assessment is to identify the key environmental and social issues related to the proposed activities under the project and assess their impacts. The Environmental Assessment is expected to identify both opportunities to enhance environmental benefits as well as mitigate any potential concerns. Thus the study is expected to: (i) develop a framework to assess the environmental impacts of the proposed project; (ii) develop measures to mitigate negative impacts and enhance positive impacts; (iii) consult with a variety of stakeholders; and (iv) examine the legal, policy and institutional aspects to ensure adequate and effective stakeholder participation in the project activities and for post project sustainability of investments.

On the Social side, the initial project assessment revealed that project beneficiary profile is not homogeneous, rather, quite diverse comprising a number of sub-groups identifiable on the basis of their tribal–non-tribal status, ethnicity, gender needs (adolescent girls and young women), differential skills and capabilities, different economic groups and other regional features. The Project, therefore, needs to address the requirements of all the sub-groups, with special attention towards the tribal groups and other socially excluded and vulnerable sub-groups in selected project locations. Besides, there are a large number of stakeholders, some internal and others external to the project, who would have varying degrees of influence and impact on project activities and outcomes. This makes it necessary for the project to provide a framework for participation of all key stakeholder groups and enable solicit their contributions towards project design and delivery mechanisms. To this effect, as part of the project preparation this social assessment has been undertaken.

4.2 Rationale and Objectives of EMP and SITP

The project design essentially focuses on uplifting the status of adolescent and young girls in the state of Jharkhand through soft interventions such as facilitating skill development, financial support for higher education, guidance for self-employment, etc. The implementation is expected to be undertaken through contracted service providers (agencies or institutions), who either have the necessary infrastructure to take up capacity building activities or will make use of leased/rented premises / infrastructure. The sole basis of payments to these service providers is the number of beneficiaries successfully supported; no other expense-heads such as infrastructure creation, consumables, manpower etc. are expected to feature in the payment terms. As a consequence, it can be inferred that no project funds or any part thereof are likely to be invested in activities such as construction, excavation, energy generation, etc. which could have an adverse impact on the local environment. It is therefore, unlikely that the project will result in any significant irreversible impact on environment. Although minor works, including retrofitting and/or upgrading of office space, backup power generators

etc. are not expected to result in any significant adverse impacts, this EMP and SITP provides guidelines and recommended good practices for addressing the same.

Secondly on the social aspects, considering the difficult terrain, abundant forest cover and 26.2% of the tribal population of the state, it becomes necessary for the Project to ensure the inclusion of all eligible beneficiaries. According to the Census of India, 2011, it is found that there has been an increase in the number of SCs and STs in Jharkhand but when compared with the proportion of total population of state, the proportionate change is very nominal w.r.t. Census of India, 2001. But still with the prevalence of 32 tribal groups comprising more than 1/4th of the total population, vulnerability aspects are the main cause of concern for the state government. There are 3.98 and 8.64 million of SC and ST population respectively comprising 12.1% and 26.2% of the state's total population. Amongst the Project districts, Lohardaga (57%), Simdega (71%) and Khunti (73%) are tribal dominant districts with more than 55% of the tribal population. Chatra district has the highest (33%) SC population followed by Palamu (28%) and Latehar (21%) districts. If cumulative population of SC and ST is observed, Simdega, Khunti, Latehar and Lohardaga are the districts with more than 60% of vulnerable population.

This Environment Management Plan and Social Inclusion and Tribal Plan is prepared on the basis of field level consultations with various stakeholders of the Project, secondary data available and learning's from various efforts in the past taken by the state government, NGOs, private institutions etc. The objective is to assess the possible environmental and social impacts of the proposed project interventions; develop measures to mitigate negative impacts and enhance positive impacts.

Following are the objectives of the EMP and SITP:

- (i) To ensure that the Project interventions are in compliance with the standard environmental laws/ rules/ regulations
- (ii) To mainstream environmental objectives and safeguards into the planning and implementation of project activities and operation of the concerned stakeholders
- (iii) To ensure that vulnerable groups are included in the project interventions, including Scheduled Tribes, Scheduled Castes
- (iv) To integrate *social* inclusion, accountability, safeguards, risk management and sustainability strategies in the *Tejaswini* structures, institutions and interventions
- (v) To ensure that the *Tejaswini* does not support any activities likely to cause significant adverse social impacts and that all activities comply with the laws, regulations and policies of India and the social safeguard policies of the World Bank
- (vi) To foster sustainability of the project's benefits and impacts on the society

The EMP and SITP shall guide the implementation, monitoring and supervision for addressing the specific environment and social inclusion issues. A separate section on Social Inclusion and Tribal Plan, specifically targeting the abundant scheduled tribe population in the project districts, is prepared to ensure the social inclusion of tribes (given at **Error! Reference source not found.**).

4.3 Approach and Methodology

For preparing the EMP AND SITP, participatory approach was adopted that included consultations/ workshops with the identified stakeholders. The following broad steps are followed for the preparation of this EMP and SITP:

4.3.1 Literature Review

In order to understand the current status of adolescent girls and young women (14-24 years) in the State along with their coverage, targeting mechanism, causes of exclusion, existing schemes for their empowerment, employment opportunities available for them etc. as well as the relevant legal and regulatory provisions, compilation and analysis of information from secondary sources was undertaken. The literature review helped in identifying the key issues, experience and learning in integrating social management in relevant social protection programs focusing adolescent girls and young women in the State. Details of literature review are categorically outlined in the “*Section-0: Status of Adolescent Girls and Young Women in Jharkhand.*”

4.3.2 Resource Mapping and Analysis

With an objective to draw a holistic picture of existing situation of Project’s target group especially focusing their education and employment perspectives within state, an extensive resource mapping exercise is undertaken by the World Bank. Findings of this study helped in drawing inferences included in EMP AND SITP. A summary of various institutions covered during mapping is provided at **Annexure-V: Summary of Institutions visited during Resource Mapping in Jharkhand.** Major highlights of resource mapping exercise are:

- There are 165 ITIs in the state (including 12.7% are government operated) of which 157 are operational and out of 176 VTPs (including 30 government operated) in the state, 168 are operational.
- Total enrollment in all ITIs during 2015-16 is 18,905 which include 96% males and only 4% females while for VTPs the total enrollment is 27,097 including 40% males and 60% females.
- Most common ITI trades include Electrician and Fitter, Welder, Wireman, Mechanics, and Diesel Mechanics. All of them are male inclined trades (but not exclusively for males) and the dominance of female inclined trades is very less in ITIs. Unlikely, in VTPs having dominance in females trades, the most common trades include tailoring, beautician, embroidery, garment making, nursing, spoken english, jewelry making and typing.
- Out of 29 MSMEs in the state, 16 are operational (including 10 government operated) with total enrollment of 2187 with 42% males and 58% females. Inclined towards self-employment, most common MSME training programmes include mushroom cultivation, washing powder production, tailoring, jewelry making, bamboo craft, sanitary napkin making and candle making.
- A total of 35 government employment exchanges exist in the state with 1 exchange exclusively for women in Ranchi. Total number of job-seekers registered with these exchanges in 2015-16 is 80,778 of which only 13% were provided with employment in last one year. There is no system to track Job satisfaction, desired salary, further growth prospects and sustainability aspects for the ones who get employment. Therefore, strengthening of linkages with employers and establishment of feedback and monitoring systems is required.
- In 151 NIOS study centres in the state, total enrollment during 2015-16 is 5066 students include 51% girls. It implies that out of approximately 33 students per centre, 17 are girls but outreach of NIOS in rural locations is limited. Further, the major concerns revealed by students during consultations include (i) No sustainability tracking mechanism in place; (ii) Affordability issues pertaining to the fee structure of NIOS courses and (iii) No interim coaching and/or guidance support at rural/remote locations.

4.3.3 Stakeholder Consultation at State level

A state level consultation workshop was organized with an objective to understand the needs, challenges and expectations of stakeholders in the context of Project’s interventions. Participants included representatives of NGOs/INGOs, KGBVs, ITIs, VTPs, DWCDSS, JWDS and other government line

departments together discussed the Project interventions with an objective to provide inputs for strategy to ensure maximum community participation. This consultation has brought out significant issues and challenges to serve as a basis for the preparation of Social Inclusion and Tribal Plan. Key questions asked from the participants during the consultations sought:

- (i) Information on the most binding constraints to young women's ability to participate in (non-formal) education, training, and income-generation/employment in Jharkhand
- (ii) Feedback/responses of participants on the overall design and approach of the project
- (iii) Information on best ways to ensure participation of marginalized population, especially young women from ST and SC backgrounds

Detailed transcripts of the consultation are annexed at **Annexure-VI: State level Consultation**. Various responses were recorded against the above points of which the major takeaways are:

Binding constraints in ability to participate

- Difficult terrain of some of the Project locations and LWE affected areas have challenges pertaining to inclusion of girls from these pockets. If the Project interventions including training/skill development are distant from the residential locations, safety of AGYW would be a major challenge in ensuring social inclusion.
- Restricted mobility of married girls/females in the age group of 18-24 years, especially the ones having small kid/s could be another hindering factor for their participation in the Project interventions. Main reasons are the reluctance of their guardians to send them and their own responsibility towards family on priority.
- Awareness generation about the Project through social mobilization and mass sensitization is seen as utmost important factor to ensure participation

Responses on Project design and approach

- Carrier guidance and support to utilize acquired skills after training could be included as one of the focus areas.
- Role clarity on involvement of AWW, AWH, ASHA and ANM in the programme should be provided as their routine tasks consume most of their time
- If remedial courses, especially related with soft-skills, could be included it would be beneficial
- Practical approach towards attracting more participation and sustainability of beneficiary's interest should be focused
- If the Project utilize the existing SHGs of AGYW, it would help extend its outreach at faster pace
- Monitoring system for the Project should be robust enough because it being a convergence platform for various other skill development initiatives, has to efficiently integrate with the other existing monitoring systems
- PRI participation for grassroots planning and implementation would certainly help in addressing the challenges faced by AGYW
- For establishing market linkages, it was emphasized that quality of product/s being manufactured by SHGs/ skilled individuals should be good enough for facilitating the sales. Therefore, process parameters should be looked at while providing skill development/ vocational training

Best ways to ensure participation of marginalized

- Counseling through role model belonging to the same community could be an effective approach to persuade the guardians/families/beneficiaries for better participation
- Coordination and involvement of local governance/ marginalized community leader would help augment the participation of vulnerable

4.3.4 Stakeholder Consultation at District level

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Consultation with district level functionaries and stakeholders was done at 3 districts namely, Chatra, Ramgarh and Dumka. Participants included District collector, DSWO, CDPOs, KGBV, ITI, VTPs, NGOs/CBOs, AGs from community, AWW and AWH. The detailed extracts of the consultations are annexed at ***Annexure-VII: District level Consultations*** while the major highlights are:

Responses related to existing challenges and Project design

- Project interventions should be within 2-3 km so that maximum participation could be ensured
- Variations in ideology towards participation in education/ skill development/ other social activities were found in different communities which are marginalized like Birhor, Sonar, Bhuiyan, Ganju, Mal Pahariya etc.
- Lack of awareness about the skill development initiatives and education is one of the major factors behind lesser coverage of existing scheme/s
- Poverty and lack of employment opportunities are seen as major constraints in enabling community members towards any kind of vocational training, enrollment in correspondence educational courses etc.
- Mobility issues after 8th due to lack of high schools at panchayat level. Guardians, especially of daughters, are reluctant to send them far (>5 km) for education. Security is the major concern backed by travel cost
- Lack of girls/women participation in decision making is evident from the fact that their participation in any scheme/project activity is usually decided by either their parents/guardians (if unmarried) or by their husbands/in-laws (if married)
- VTPs and ITIs have weak systems for assessing the market needs/ demand thereby most of the trades are not inclined towards girl/female specific sectors like tailoring, beautician etc. On the other hand, according to them, probability of employment for boy/male specific trades like electrician, plumbing, welding etc. is more due to presence of mineral/coal based industries in the state
- Packaging and Branding of product/s being prepared by many individual beneficiaries like bamboo craft, tomato ketch-up, home-made biscuits, terracotta (utensils made up of soil) etc. is one of the reasons for limited market capture
- Migration of girls/female for maid servant is prevalent in most of the areas and considered to be the main source of livelihoods and with the willingness of guardians. Poverty, illiteracy and lack of awareness about education/ training outcomes are the main reasons behind it
- If there is a phasing of skill development training provisioned under the Project, it would help eligible individuals, especially the married women, to get them enrolled because phasing will provide them a flexibility to do with other priority works at home.

Expectations from the Project

- Career/ education counseling for Project beneficiaries is required for better planning
- Existing scholarship scheme/s may be strengthened to get better enrollments.
- Future aspects of trainings should be discussed in detail beforehand
- Project should focus on social inclusion, particularly SCs and Muslim communities
- ITIs/VTPs expect the Project support in terms of market assessment, beneficiaries mapping and establish market linkages in order to extend their training provisions in hard to reach locations
- NGOs emphasized the benefits of utilizing the existing SHGs of AGYW for expediting the Project interventions

4.3.5 Focused Group Discussions at Village/ Community level

A total of 38 FGDs in 3 identified Project districts were conducted at different villages/ communities along with simultaneous interaction with various stakeholders at state and district level. The 4 districts were selected on the basis of following criteria:

Table-8: Districts selected for FGDs and Rationale for selection

Shortlisted Districts for FGD	Rationale for Selection
Dumka	<ul style="list-style-type: none"> Pilot block for intensive interventions under Tejaswini project Concentration of tribal population (43.22%: ST Census of India, 2011) Large presence of Primitive Tribal Groups (Mal Paharia and Sawaria Paharia)
Ramgarh	<ul style="list-style-type: none"> Proximity to Ranchi Non-tribal and concentration of general caste people
Chatra	<ul style="list-style-type: none"> Large composite concentration of Scheduled Caste population (52 per cent: Jharkhand - SC Census of India, 2011)

A total of 509 participants were interacted in the 38 FGDs conducted across three districts of Jharkhand. Detailed transcripts of FGDs are annexed at **Annexure-VIII: Village/Community level FGDs**. Key highlights of FGDs are:

- Willingness to pursue education with a set objective to become independent and have a dignified life is indicated by many AGs.
- Awareness among AGs regarding types of courses available and way forward was found to be limited. Besides, illiterate guardians and lack of awareness about the importance of education are major factors for not educating girls.
- Major constraints are affordability issues with guardians, safety concerns while traveling to institutes due to LWE areas and prevalent trafficking issues and education and training facilities at local level are limited.
- Most of the drop-out girls who are not married put family and household work on higher priority and therefore, interested in small start-ups at their own places/locations.
- Coerced migration for wage employment particularly for house-maid jobs are considered as undignified/disrespectable and are unacceptable to AGYW.
- Accessibility to high schools is a major concern as it includes an approximate travel of 8-12 km from villages. Commuting backed by poverty is one of the major reasons for drop-out of girls after completing 8th.

5. Environment and Social Assessment

5.1 Project Interventions: Assessment of Environmental Impacts

5.1.1 Identification of Environmental Issues

To determine the possible adverse environmental impacts of the proposed project activities, an analysis has been carried out on the following pattern:

Table-9: Environmental impacts of Project Interventions

Sub-Component	Brief Description of activities	Environmental Implications
Component 1: Expanding social, educational and economic opportunities		

Sub-Component	Brief Description of activities	Environmental Implications
Sub-component 1.1: Community level socio-economic empowerment of AGYW	<ul style="list-style-type: none"> a) Formation and capacity building of community level young women’s groups; b) Life skills education delivered by trained youth facilitators and peer leaders through clubs; c) Community-level business skills training and support services; d) Community mobilization and communications. 	No environmental implications
Sub-component 1.2: Institution-level interventions for education and vocational skills training	<ul style="list-style-type: none"> a) Financing non-formal education and vocational skills training; b) Cash transfers to the beneficiaries. 	Entrepreneurship ventures established by project beneficiaries can have environmental implications. Recommended strategy: Provide training on integrating clean technologies with enterprises, wherever applicable
Component 2: Intensive service delivery		
Sub-component 2.1: Enhanced last mile service delivery	<ul style="list-style-type: none"> a) Additional youth facilitators for enhanced outreach and service delivery; b) A local full-time designated safe space (“cluster center”) leased and operated by the NGO provider. 	There is a possibility of service providers undertaking limited construction and/or retrofitting activity through partial use of project funds. All construction activities should be as per environmental norms. Guidelines are to be provided to all service providers for undertaking construction activities in compliance with prevailing regulations.
Sub-component 2.2: Enhanced outreach to hard-to-reach populations	<ul style="list-style-type: none"> a) Service contracts to pilot mobile training and resource units and other need-based innovative; implementation arrangements b) Facilitating local revolving funds through cash grants for clubs of AGYW. 	Existing regulations and compliance monitoring systems are adequate to take care of environmental implications
Component 3: State capacity building and implementation support		
Sub-component 3.1: Strengthening systems and convergence	<ul style="list-style-type: none"> a) Setting up of the State level institute/ resource center for empowerment of AGYW; b) Setting up and operation of district and block implementation support units in all 17 districts; c) Facilitate interdepartmental coordination and convergence by supporting formulation of a state strategy and plan of action; d) Strengthening monitoring and evaluation system and an automated program MIS; e) Conducting systematic impact and process evaluation of key project interventions. 	There is a possibility of service providers undertaking construction activity through partial use of project funds. All construction activities should be as per environmental norms. Guidelines are to be provided to all service providers for undertaking construction activities in compliance with prevailing regulations.
Sub-component 3.2: Project Implementation Support	<ul style="list-style-type: none"> a) Development of relevant manuals and guidelines b) Capacity building strategy, training of service providers and stakeholders 	No environmental implications

Sub-Component	Brief Description of activities	Environmental Implications
	c) Project implementation including day-to-day operational support	

5.1.2 Findings of Environmental Assessment

The above analysis confirms that there are no significant direct adverse environmental impacts in respect of any of the envisaged Project interventions. However, there are two aspects pertaining to the proposed interventions where environmental benefits or value additions can be generated. These are as follows:

- Economic and other activities taken up by project beneficiary girls after completion of skill development under the project
- Any renovation / augmentation work taken up by the service providers

The subsequent sections give the Environmental Management Guidelines that will enable the project management and service providers to address the above issues.

5.1.3 Addressing assessed Environmental Impacts

Following are the proposed measures recommended for addressing the two issues identified in section 5.1.2, in respect of which substantial value addition is possible:

- Capacity building modules focusing on topics such as environmental regulations, clean technologies, waste management, etc. to be mandatorily included in the curriculum of the capacity building / skill development activities, which would orient the beneficiaries towards enhancing environmental sustainability of the entrepreneurial and other ventures that they may establish after acquiring the new skills
- Environmental guidelines pertaining to ideal design and construction practices, for use of service providers in case they intend to undertake any renovation/expansion/ infrastructure creation activity during the project effectiveness period

The details pertaining to these trainings and guidelines are given in section 6

5.2 Project Interventions: Assessment of Social Inclusion Issues

5.2.1 Identification of Social Inclusion Concerns

Table-10: Social inclusion concerns of Project Interventions

Sub-Component	Brief Description of activities	Social Concerns
Component 1: Expanding social, educational and economic opportunities		
Sub-component 1.1: Community level socio-economic empowerment of AGYW	a) Formation and capacity building of community level young women's groups; b) Life skills education delivered by trained youth facilitators and peer leaders through clubs; c) Community-level business skills training and support services; d) Community mobilization and communications.	<ul style="list-style-type: none"> • Possibility of exclusion/ not adequate representation of vulnerable/ tribal group beneficiaries in the Tejaswini clubs formed. • Difficult terrain and hard to reach locations/ hamlets having tribal population, most of whom are not willing to take part in any social activity, have maximum probability of being left out or not being catered during community mobilization. • Communication strategy to be developed may not address the needs/ issues/challenges of tribal/ vulnerable groups and it may then be difficult to synchronize the training/ education needs of tribal and vulnerable groups with

Sub-Component	Brief Description of activities	Social Concerns
		Project interventions.
Sub-component 1.2: Institution-level interventions for education and vocational skills training	a) Financing non-formal education and vocational skills training; b) Cash transfers to the beneficiaries.	<ul style="list-style-type: none"> • Most of the married women/ eligible target group have lesser involvement in household decision making and reluctance from male counterpart towards their participation will be a challenge in linking them with education and training opportunities. • Presence of vocational training providers is mainly at urban locations having better employment aspects compared to remote rural locations due to which enrollments of AGYW (having difficulties in migration) is very limited. • Majority of trades offered by most of the VTPs/ITIs include men/boys centric fields/sectors which girls usually do not opt. Lack of market assessment is yet another challenge on supply side. • Migration for girls/women, especially married ones, is a major obstacle in getting wage-employment while arrangement of working capital is an obstacle for self-employment. Linking the skilled beneficiary with employment and its cohort tracking is crucial. • Awareness regarding credit linkage opportunities, jobs availability, future livelihoods aspects etc. are very limited and are often co-related prior to get into any kind of skills training or correspondence course/s.
Component 2: Intensive service delivery		
Sub-component 2.1: Enhanced last mile service delivery	a) Additional youth facilitators for enhanced outreach and service delivery; b) A local full-time designated safe space (“cluster center”) leased and operated by the NGO provider.	<ul style="list-style-type: none"> • The intervention is limited as all 200 Tejaswini Kendras will be operated from rented premises in 2 districts or from any available government building, facilitated by state government, after desired renovation. Therefore the Project does not envisage any adverse social impact on establishing Tejaswini Kendras. • Though the Tejaswini Kendras have in-house facilities for intensified service delivery in 2 districts but it will be open for all eligible beneficiaries (who can mobilize) of 17 Project districts.
Sub-component 2.2: Enhanced outreach to hard-to-reach populations	a) Service contracts to pilot mobile training and resource units and other need-based innovative; implementation arrangements	Any innovation supporting Project should not contradict the cultural values, traditions of tribal/ vulnerable people in the Project locations..

Sub-Component	Brief Description of activities	Social Concerns
	b) Facilitating local revolving funds through cash grants for clubs of AGYW.	
Component 3: State capacity building and implementation support		
Sub-component 3.1: Strengthening systems and convergence	a) Setting up of the State level institute/resource center for empowerment of AGYW; b) Setting up and operation of district and block implementation support units in all 17 districts; c) Facilitate interdepartmental coordination and convergence by supporting formulation of a state strategy and plan of action; d) Strengthening monitoring and evaluation system and an automated program MIS; e) Conducting systematic impact and process evaluation of key project interventions.	System strengthening activities including M&E system, policies/ guidelines/ strategy, plan of action etc. should be designed to cater TVGs in terms of collecting data/information, extending outreach, inclusion, convergence etc.
Sub-component 3.2: Project Implementation Support	a) Development of relevant manuals and guidelines b) Capacity building strategy, training of service providers and stakeholders c) Project implementation including day-to-day operational support	Training providers should be trained for addressing the gender issues in enrollments, market assessments, setting employment linkages etc.

5.2.2 Findings of Social Assessment

One of the major reasons of exclusion of potential beneficiaries under any scheme/ intervention is the result of certain implementation gaps. Holding 6th rank in the abundance of ST population within India out of which 91% are residing in rural areas having difficult terrain, the outreach of various state government interventions for socio-economic development of tribal/ vulnerable population is limited. The social assessment consultations revealed the following highlights:

- (i) **Gender Specific:** Under-realized potential and vulnerability factors associated with AGYW are revealed by recent survey by World Bank in which it has been found that 62% of young women (age 16-24) are not engaged in training, education, or employment (NEET), compared to 14% of young men from the same households. Women and girls participation in the social welfare schemes is less because of the reluctance of guardians to send their wards, lack of awareness about the interventions and their outcomes, dependency on AGs and women to support livelihoods and household work, engaging in alternative livelihood options for short term gains like coal trade etc. and safety issues concerned with trafficking of girls/women.
- (ii) **Performance of the programs in the blocks with tribal population:** Field level consultations revealed that challenges and issues of Tribals/vulnerable communities are different

from other target beneficiary groups. Some of the vulnerable communities like *Mal Pahariya* reside in hard to reach remote locations where outreach of various programs/ schemes is limited. Further, there are communities like *Birhor* having strong reluctance to participate in any social intervention/s, reason being illiteracy, alcohol abuse and lack of awareness. It is important to note that there are many individuals among vulnerable communities having minimal/ no access to services like skills training, self/wage employment due to some of the inherent problems that exist in the delivery of these services. It is also justified by limited fund utilization against sanctioned for many related schemes, shortage of staff to manage and supervise schemes implementation and required systems strengthening including development of certain policies/guidelines etc.

- (iii) **Low level of Awareness & Outreach:** Awareness of rights/ entitlements and information about the processes/schemes/interventions pertaining to educational and employment opportunities and skills training provisions is found to be below, especially among women. Insufficient efforts at communication and outreach by government agencies coupled with social stratification, illiteracy and weak voice among the poor have limited their ability to know, demand & access their entitlements, and eventually leading to their exclusion. Some of the factors contributing to it, particularly for girls and women, include increased drop-out due to early marriage, family pressures, limited participation in skill trainings, limited service providers in rural remote locations and financial constraints. This often leads to exclusion of the most vulnerable among them like AGYW from PTGs, widowed young women, orphan AGs etc.
- (iv) **Weak Monitoring & Accountability:** Performance monitoring of schemes being implemented at grassroots (related with skill development, education) is weak and there is poor accountability in service delivery, as current systems do not provide adequate support for planning and decision-making. Lack of effective monitoring mechanism, lack of IT enabled systems in place as well as lack of capacities to monitor the program implementation together contributes towards implementation gaps. In absence of credible field level validation of program performance and social audits, there is limited ability to systematically monitor performance and ensure specific groups are not excluded from the programs.
- (v) **Drop-out Issues:** Major challenge in mainstreaming the drop-outs back to education is their identification which is tedious due to lack of appropriate system/s to track the drop-out girls and reasons thereon. Further, awareness and affordability are two major concerns, with AGYW, to pursue education after being dropped-out.
- (vi) **Lack of trained & skilled staff:** In absence of the required mechanism both in terms of institutions and plans, training and capacity building of staff/personnel, especially DSWOs and CDPOs, at district and block levels is totally neglected. As a result, there is a dearth of trained and skilled staff to deliver quality services pertaining to social welfare schemes in the state. Lack of financial and resource planning and allocations for training of internal staff further minimize the possible training opportunities.

5.2.3 Addressing assessed Social Inclusion Issues

On the basis of reasons of exclusion listed above, a detailed Plan entailing the Project's strategy for Social Inclusion and Tribal Plan is prepared (refer *Para 7*) to specifically address the issues/ challenges of Tribal/Vulnerable communities pertaining to the Project interventions. Additionally, the anticipated **Risks and Mitigation Measures** prepared can also be referred at *Para-8*.

6. Environment Management Plan

6.1 Guidelines for infrastructure creation and construction activity

The Project does not envisage any construction activity; however, involvement of stakeholders in such activities may be possible as an outcome of the Project. Therefore, all agencies associated directly/indirectly with the project, who may undertake any construction activity during the project period, are advised to follow the National buildings Code (NBC), 2005 and the guidelines therein for all construction activity. Besides, other regulations in this context may be referred at 3.1.1. Similarly, for installation of gensets for power back-up applications, if envisaged, it is advisable to ensure conformance to the Central Pollution Control Board (CPCB) guidelines on noise and emissions from gensets. Additional guidelines that can add value to any construction activity if undertaken by the service providers can be referred at **Annexure-IX: Reference Guidelines for Construction under the Project.**

6.2 Capacity Building (training) Modules

All skill development, capacity building and training activities undertaken in the project would have dedicated training modules as per following details:

Table-11: Suggestive training modules and duration for Environment

Title of module	Brief curriculum	Suggested duration
Environmental laws and regulations	<ul style="list-style-type: none"> Land and siting Statutory permissions Service Standards 	0.5 day
Best practices-1	<ul style="list-style-type: none"> Energy Conservation Lighting Fans and Cooling Heaters and Boilers Fuel conservation Motors and drives 	0.5 day
Best Practices-2	<ul style="list-style-type: none"> Water Conservation Water storage Water usage (in various uses) Water recycling 	0.5 day
Best Practices-3	<ul style="list-style-type: none"> Solid and Liquid Waste Management Safe disposal of waste water Effluent treatment Biogas plants Safe disposal of solid waste Plastic disposal and recycling E-waste disposal and re-cycling 	1 day
Best Practices-4	<ul style="list-style-type: none"> Quality Assurance Quality Standards QA procedures Optimal Workplaces / Workstations Minimization of waste / rejection 	0.5 day
Renewable Energy	<ul style="list-style-type: none"> Solar, Wind and Biomass based technologies and their applications 	0.5 day

Title of module	Brief curriculum	Suggested duration
	<ul style="list-style-type: none"> • For electricity production • For heat applications 	28

These capacity building modules will be included in the course curricula prepared under the project and included in the training / skill development activity.

6.3 Implementation Arrangements

At **state level**, the project has provision for two persons to oversee the training activity i.e. State Program Manager-Training and Capacity Building and Program Manager-Training and Capacity Building. Since the Environment Management Guidelines consist mainly of training activity, therefore, the same two personnel will oversee the environmental agenda in the project and ensure that it is duly complied with. For this purpose, they could be trained and provided with requisite tools and formats to assist them implement the environmental agenda. Besides, the Project Implementation Committee to be constituted at state level will oversee and guide the implementation of Environment Management Plan for the Project. Alternatively, the project could also contract an expert agency to provide suggested training as part of capacity building. All service providers are expected to follow the guidelines given herein in case any kind of construction or similar activity is undertaken in the project duration. Their contracts will contain a clause to this effect in order that there is legal binding on them.

At **district level** District Coordinator, heading the district unit proposed under the Project will be responsible for implementing EMP at district level in close coordination with respective DSWO.

7. Social Inclusion and Tribal Plan

(A) Background and Context

Jharkhand with the high proportion of Scheduled Tribe population i.e. 26% against an all India average of 8.6% holds 6th rank among other Indian states. The Department of Welfare, Government of Jharkhand with the help of Jharkhand State Tribal Cooperative Development Corporation Ltd. oversees the issues related with tribals within the state including supervision of all the related schemes/ scheme components taken up at the field. Tejaswini project proposed to be implemented in the 17 districts of Jharkhand triggers the World Bank **OP/BP4.10 (Indigenous People) safeguard policy of World Bank**, reason being more than 5 million ST population residing in the Project districts including approximately 50% females and 92% of these are in rural areas.

The World Bank's OP 4.10 on Indigenous Peoples also underlines the need to foster full respect for their dignity, human rights and cultural uniqueness. It emphasizes that the development process should ensure that indigenous people do not suffer adverse effects as a consequence of the development initiatives and that they receive culturally compatible social and economic benefits. In order to ensure that development initiatives reaches the tribal population, the World Bank, recommends that 'the strategy for addressing the developmental issues pertaining to indigenous peoples must be based on the informed participation of the indigenous people themselves identifying local preferences and indigenous knowledge and resources through direct consultation.

(B) Schedules Tribes in Jharkhand

Out of 86 lakh ST population of Jharkhand, 50% are females and 92% of the total ST population resides in rural locations. State has around 32 Tribal Groups, major among them are Santhal, Munda, Oraon and Ho (indicated in **bold** in the table below) covering approximately 76% of the state's total tribal

population including 38.5% of female tribes. 8 out of these 32 tribes of Jharkhand fall under Primitive Tribal Group (PTG)⁷ with a population of 0.270 million. They are Asur, Birhor, Birajia, Korwa, Savar, Pahariya (Baiga), MalPahariya and Souriya Pahariya considered being most isolated and disadvantaged indigenous tribal groups. Literacy rate of tribal females is low (46%) when compared with the literacy rate of all STs (57%). Work participation rate of STs in Jharkhand is close to 50% but a majority of them approximately 54% are marginal workers. Demographic details of 32 tribal groups of Jharkhand with group-wise disaggregation are given at **Annexure-X: Demographic details of Tribal Groups in Jharkhand** and ST specific demographics of 17 Project districts are given at **Annexure-XI: ST specific demographic details of Tejaswini Project districts**.

The Government of Jharkhand recognizes the need to assess the potential social impacts both negative and beneficial effects of the Project and is committed towards responsible management of the same. The social inclusion issues of Project interventions (component-wise) have been assessed and can be referred at *Para-5.2*. This section deals with the guidelines to assist JWDS and Project staff in the management of social inclusion issues and other related issues for effective planning and execution of Tejaswini Project.

The proposed Project activities are unlikely to have negative social impact in terms of displacement or resettlement. 200 Cluster Resource Centres or Tejaswini Kendras in 2 pilot districts will be made operational from rented/leased premises available and remaining will utilize the selected AWC as a platform to operate, therefore it will not involve any change in land use or land acquisition.

(C) Constitutional Safeguards for Tribals

The constitutional safeguards related to tribals are:

- (i) Article 14, related to equal rights and opportunities
- (ii) Article 15, prohibits discrimination on grounds of sex, religion, race, caste etc.
- (iii) Article 15 (4), enjoins upon the state to make special provisions for the STs
- (iv) Article 16 (3), empowers states to make special provisions for reservation in appointments or posts in favour of STs
- (v) Article 46, enjoins upon states to promote with special care educational and economic interests of STs, protection from social injustice and exploitation
- (vi) Article 275 (I), grant-in-aid for promoting the welfare of STs
- (vii) Article 330, 332, 335, related to the reservation of seats for STs in Lok Sabha and State Assemblies
- (viii) Article 339, 340, related to Control of the Union over the Welfare of STs and powers to investigations thereof. One of the important Acts which ensures Social Safeguards of the STs is Scheduled Castes and the Scheduled Tribes (Prevention of Atrocities) Act, 1989

7.1 Project's Strategy for Social Inclusion

The Social Inclusion and Tribal Plan (SITP) is designed as a guidance tool for implementation, monitoring and supervision of interventions that address social exclusion issues and risks, including social safeguard risks. It therefore addresses the needs of the World Bank's Operational Policy (O.P. 4.10) on 'Indigenous Peoples' (or Tribal Peoples, as they are known in India). Project will address the disparities and exclusion in its operations by promoting social inclusion of the most vulnerable and discriminated groups of

⁷Among scheduled tribes, there are certain tribal communities who have declining or stagnant population, low level of literacy, pre-agricultural level of technology and are economically backward. 75 such groups in 17 States and 1 Union Territory have been identified and categorized as Primitive Tribal Groups (PTGs).

society. Through following strategies, the Project would ensure total inclusion of the vulnerable groups including STs, SCs and PTGs:

- (i) Special focus on tribal dominated areas/ districts/ pockets during Community Mobilization:** Since Jharkhand has abundant and scattered tribal population, the Project will connect with community through AWCs and Tejaswini Kendras. It will deploy local individuals as youth facilitators, who will serve as an intermediary between community and Project staff, for social mobilization and group formation. These youth facilitators will be selected and trained in a manner that they would understand the needs and culture of tribal/vulnerable populations. NGO/s that will be contracted for Project implementation at community level would prepare a profile of the respective area and organize their mobilization strategy accordingly. Awareness campaigns and communication strategy for mobilization will be sensitive and be customized to address the needs of vulnerable population. Project will also coordinate with PRIs/AWWs/AWHs/other field staff to increase the effectiveness of community mobilization as well as for addressing the local needs regarding skills training and support in identifying the drop-out girls in tribal dominated hard to reach locations/ pockets.
- (ii) Awareness generation and Outreach:** Project will focus on developing and rolling out a comprehensive communication strategy and plan of action with the help of IEC unit at JWDS. As a part of it, the Project will focus on designing and disseminating gender and caste sensitive IEC materials that targets specific population groups and focus on promoting their social inclusion. The specific consultations in the blocks/districts/pockets with high concentration of tribals/ vulnerable shall be carried out to design customized plan for Tribals, particularly with respect to language and cultural sensitivity.

With the focus on identifying and reaching out to the most vulnerable section who are not able/ willing to come to the AWCs/ Tejaswini Kendras/Service Provider Location, for availing the service provisions, the Project will undertake outreach activities through mobile training and resource deployment drives, with special focus in hard to reach geographical locations. Through these initiatives, the Project will also focus on generating greater demand for services by establishing community linkage with the active engagement of NGOs, CBOs, AWWs, AWHs and Community youth facilitators proposed to be engaged under the Project. These grassroots level institutions/personnel will work with families and communities to create awareness regarding the program among the most vulnerable groups of people, encourage formation of groups of AGYW among them as well as link them with various skill development/education initiatives, as per their needs. The Project will adopt specific measures that will be customized to the Santhal Pargana areas and PTGs.

- (iii) Selection and targeting:** The Project will focus on identifying the most vulnerable sections and facilitate their inclusion in education and skill development programs considering their existing issues/ challenges. Specific households from the vulnerable/tribal groups with eligible beneficiaries shall be identified by the Youth Facilitator. Service delivery mechanism at club level will ensure retention of registered beneficiaries from vulnerable groups.
- (iv) Improved Beneficiary Participation:** The Project will facilitate formation of Tejaswini Clubs/ groups of AGs and young women, each at a cluster of 2 AWCs at all Project locations. These groups will have access to the benefits of provisions made under the Project. This will be done with the active involvement of NGOs, CBOs, AWWs, AWHs and Community youth facilitators to be engaged by the Project. Once established, these clubs/groups will also be involved in identification of the most

vulnerable and destitute AGYW in their respective areas/villages/communities. Besides, a provision of additional top-up grants (USD 500 per group) to the clubs of AGYW has been kept for selected blocks on pilot basis. Any block for the said pilot will be selected if it has at least 50% vulnerable groups (e.g. SC and ST) and applicant clubs must include the same minimum composition to become eligible for the additional top-up grant.

- (v) Preparation for enrolment in Business and other Vocational Skills and Education:** Design and development of skills training plan and curriculum will be in accordance with the comfort of tribal culture and practices. Agency will be hired for market assessment study having an objective of, identification of trades which are more acquainted to tribals interest and behavior, among others. Females, especially from tribal/vulnerable communities, will be given preference in becoming trainers/ master trainers. Also, for mainstreaming AGYW back to education, the course design will be customized to cater the needs of tribal/vulnerable population among the target group.
- (vi) Training & capacity building:** The Project will organize training of partner NGOs and other institutions, Youth Facilitators and other project staff on the methodology for identifying vulnerable households from among project beneficiaries. A agency will be hired for conducting the training need assessment, based on which a training strategy and plan would be prepared and rolled out.
- (vii) Monitoring and Evaluation:** Project will support establishment of a Monitoring and Evaluation (M&E) system to assess progress, providing a basis for constant learning and program optimization. M&E unit of State Project Implementation Unit (SPIU) at JWDS will design and implement a Management Information System (MIS) that would provide disaggregated data and synthesis to reveal performance of tribals, vulnerable and marginalized groups. The project will thus provide necessary inputs to DWCDSS to monitor beneficiary mobilization, enrolment, case management, payments as well as any grievances or appeals. A mid-term and end of term review will be conducted to study the performance of the project vis-à-vis different social groups.
- (viii) Feedback and Grievance Handling Mechanism:** The project will develop a feedback and grievance handling mechanism that will redress beneficiary complaints, resolve their queries in Project's context and facilitate them to provide their feedback through multiple channels. These mechanisms may include phone based and/or web based portals, community led traditional grievance redressal systems and direct registration platforms like Tejaswini Kendra, block, district units, state unit, community service providers etc. Program MIS will facilitate the disaggregation of grievances, feedback and inquiries made by vulnerable groups. The designated Grievance Redress Officers (GROs) through the MIS can monitor the cases along with the status of resolution. At the district level, the Centre Coordinator of the district unit will be designated as the GRO, while the District Magistrate will be the appellate authority. At the state level, the Chief Operating Office will be designated as the GRO, while the Principal Secretary / Secretary, DWCD&SS will be the appellate authority. Awareness strategy will include information about this system to be provided to all vulnerable and other groups.
- (ix) Making SITP compliance a part of performance standard for partner NGOs:** In order to ensure compliance and mainstream the SITP, the ToR and contract to be signed by the partner NGO will include compliance with SITP as a part of performance standards. Disaggregated data that will allow for analysis of progress among SC and ST communities will be collected as per the agreed results indicators. A key deliverable of associated partners will be vulnerability classification of project

beneficiaries and preparation of leveraging strategy for each village/Gram Panchayat that provides priority to the needs of the tribal and vulnerable households.

7.2 Social Inclusion and Tribal Plan (SITP)

The Project would support Social Inclusion and Tribal Plan (SITP) during entire implementation phase of the project and will facilitate identification of most poor and vulnerable AGYW from BPL households, scheduled castes, scheduled tribes, primitive tribal groups and other vulnerable communities/ groups within first year of implementation by the respective NGO service provider after being on-board. In order to deepen the coverage and impact of the social inclusion strategies, following specific implementation actions are identified:

- (i) Develop thematic monitoring studies on Social Inclusion, with focused tracking of project outcomes for SCs, STs including PTGs, orphan girls, drop-out females and include relevant indicators in the program MIS
- (ii) Systematic development and implementation of the strategy for identifying and mobilizing the left out excluded groups/communities in all 17 Project districts
- (iii) Design and implement communication and awareness program targeted for habitations/clusters with PTGs and vulnerable population including intensive handholding and technical assistance to community professionals and project staff having direct involvement with community like youth facilitators
- (iv) Undertake targeted implementation of interventions in Tribal Clusters, as detailed in the Social Inclusion and Tribal Plan
- (v) Develop and implement a Capacity Building program of community mobilizers and project staff on Social Screening and Social Inclusion in 17 districts
- (vi) Project Implementation Plan (PIP) chapter on Social Development and Safeguards to include the provisions of SITP
- (vii) The Project will engage influential community leaders from among the PTGs

The process of formulation and implementation of the SITP will include the following:

- (i) Regular consultations with tribals and vulnerable groups and their community institutions, related government departments and research agencies, and NGOs/CBOs/SHGs
- (ii) Identification and prioritized targeting of the tribal and vulnerable groups and areas/pockets with abundance of such groups. Special attention to include PTGs in the program
- (iii) Recognize community led traditional grievance redress mechanisms and look for the possible ways of their integration with project's feedback and grievance handling mechanism
- (iv) Periodic community meetings and feedback carried out by the staff of the district units/ youth facilitators

The Project as part of its monitoring design will identify key indicators specifically on inclusion measured both through program MIS as well as other methods including social audits, impact studies, etc. Information pertaining to inclusion will be collected by the agency to be hired during the baseline, impact and process evaluation. The Project's results framework includes an indicator for social inclusion i.e. **"Share of vulnerable and marginalized people (scheduled caste, scheduled tribe) in the total project beneficiaries"** to be captured through Program MIS by M&E team at JWDS. Other, indicator to be captured by Program MIS will include **"Share of vulnerable and marginalized people (scheduled caste, scheduled tribe) receiving top-up grants in the eligible and active AGYW clubs"**. Further, key performance indicators will be formulated for personnel responsible for monitoring social inclusion in the Project. Approximately 38% of the total Project budget shall be spent for SITP and would broadly include the following:

S. No.	Particulars	Budget Estimate (Rs in Crore)
1	Top-up grants for eligible AGYW clubs	13
2	Mobile training and resource units for access to remote/hard to reach/ tribal population	13
3	Non-formal education	13
4	Vocational training	37
5	Contingent Cash transfers to AGYW	37
6	NGO group training and activities	1.8
Total		114.8

NOTE: The above cost estimates have been calculated from the total project cost on the basis of targeted proportion of vulnerable populations (Exchange rate USD 1 = INR 65)

To respond to the Bank's Operational Policy 4.10 (Indigenous Peoples), a Social Inclusion and Tribal Plan (refer Table-13) has been prepared after desired consultations with stakeholders including tribal community at different institutional levels. The objective would be to provide equitable and culturally compatible benefits to tribal people and the other socially disadvantaged groups identified during social assessment process.

Table-13: Social Inclusion and Tribal Plan

S. No.	Project Interventions under 3 Components	Brief Description	Who and How	Actions under SITP	Output	Responsibility
Component-1: Expanding social, educational and economic opportunities						
1	Formation and capacity building of community level young women's groups (Tejaswini Clubs)	Groups of 14-24 years AGYW will be formed, one each at a cluster of 2 AWCs wherein the group size ranges from 40-80 members depending upon the phasing plan, intensive and non-intensive interventions. Led by project financed and trained youth facilitators, these groups will form the backbone of the Project and serve as the entry point for adolescent girls and young women. Capacity building plan of each such group will be made to link/mainstream them with suitable opportunities in education and skill development.	<ul style="list-style-type: none"> Local NGOs will be contracted for identification and formation of groups of AGYW An agency will be hired for developing the strategy and plan of action for appointment and training of Youth Facilitators 	<ul style="list-style-type: none"> Community profiling will be done based on which a community mobilization plan/strategy will be prepared Training strategy and plan of action for Youth facilitators (YFs) will include Behavioural aspects of YFs with tribal communities, methodology for community mobilization and sensitization in tribal areas. It will also be ensured that training curriculum for YFs will have details pertaining to tribal culture, issues/ challenges of tribal communities, especially tribal women etc. 	Adequate representation of AGYW from tribal and backward communities in the groups to be formed	<ul style="list-style-type: none"> JWDS; District unit of DWCDSS; NGO service provider
2	Linking AGYW with extant educational, vocational and entrepreneurship opportunities; Life skills training to girls	<ul style="list-style-type: none"> Mainstreaming drop-outs into regular schooling and linking the eligible beneficiaries with qualified training service providers for vocational and entrepreneurship training, job placement, post placement support, credit linkages and related services. Providing life skills training to every member of the Tejaswini club focusing on resilience and soft skills, financial literacy, health and nutrition, and young women's rights and protections. 	<ul style="list-style-type: none"> An agency will be hired to conduct market assessment study to identify high-potential wage and self-employment opportunities and skills requirements for youth aged 16-24 years across all 24 districts of Jharkhand NGO service providers will be contracted for imparting life skills training 	<ul style="list-style-type: none"> Scope of work of the agency to be hired will include collection of data through gender-sensitive tools, designing tools and analysis should have relevant findings considering the heterogeneity of issues being faced by tribal communities It will be ensured that training curriculum for life skills will be based on tribal related findings of market assessment study It will be ensured to have female trainers for providing training to the tribal communities, to the extent possible. 	Increase in turnaround of AGYW from marginalized community	<ul style="list-style-type: none"> Training and Capacity building unit of JWDS; District unit of DWCDSS; NGO service provider

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S. No.	Project Interventions under 3 Components	Brief Description	Who and How	Actions under SITP	Output	Responsibility
3	Design of a communications and mobilization strategy	Awareness creation among the target group regarding project interventions will be crucial for its success. An IEC strategy will be developed to engage men and boys (not exclusively), having larger say in household decision making, in support of AGYW's opportunities and empowerment.	<ul style="list-style-type: none"> Agency will be hired for development of IEC strategy 	<ul style="list-style-type: none"> Communication strategy will include messages and channels in accordance with the tribal communities Variations among tribal communities in terms of culture, language, challenges etc. will be taken into account while drafting the communication strategy as well as during its roll-out 	Increased project outreach in tribal areas/ districts	<ul style="list-style-type: none"> IEC Unit of JWDS
Component-2: Intensive Service Delivery (in 2 districts)						
4	Safe spaces (cluster centres) setting-up and operationalization at 200 sites	Establishment and operation of 200 Cluster Resource Centres (Tejaswini Kendras) at a cluster of 2-3 Gram Panchayats in two districts i.e. Dumka and Ramgarh. These centres will provide enhanced service delivery with a strong focus on youth-led activities, peer support, coaching and counseling, life skills and livelihoods activities tailored to young women and adolescent girls.	<ul style="list-style-type: none"> Separate contracts for engagement of NGOs in 2 high intervention districts 	<ul style="list-style-type: none"> It will be ensured by the contracted NGO responsible for setting-up and operations of safe space that it has accessibility for the tribal communities of respective districts Service delivery at these safe spaces will be in accordance with the tribal community's requirements. 	Better accessibility of project services for tribal communities	<ul style="list-style-type: none"> District unit of JWDS; NGO service provider
5	Pilot testing of mobile training and resource units and other need based innovative implementation arrangements	Design and testing of innovative mechanisms for increasing community level outreach of core services as well as promoting young women friendly enhancements of existing training providers. E.g. interventions to cater hard to reach locations, incentivizing for better enrollments etc.	<ul style="list-style-type: none"> Work out modalities to extend the service delivery of training and education service providers for hard to reach locations 	<ul style="list-style-type: none"> It will facilitate mainstreaming of out of school tribal girls by improving their accessibility to short-term courses and economic opportunities with assistance closer to doorsteps 	Better Project outreach in hard to reach location	<ul style="list-style-type: none"> JWDS; Training and Education Service provider

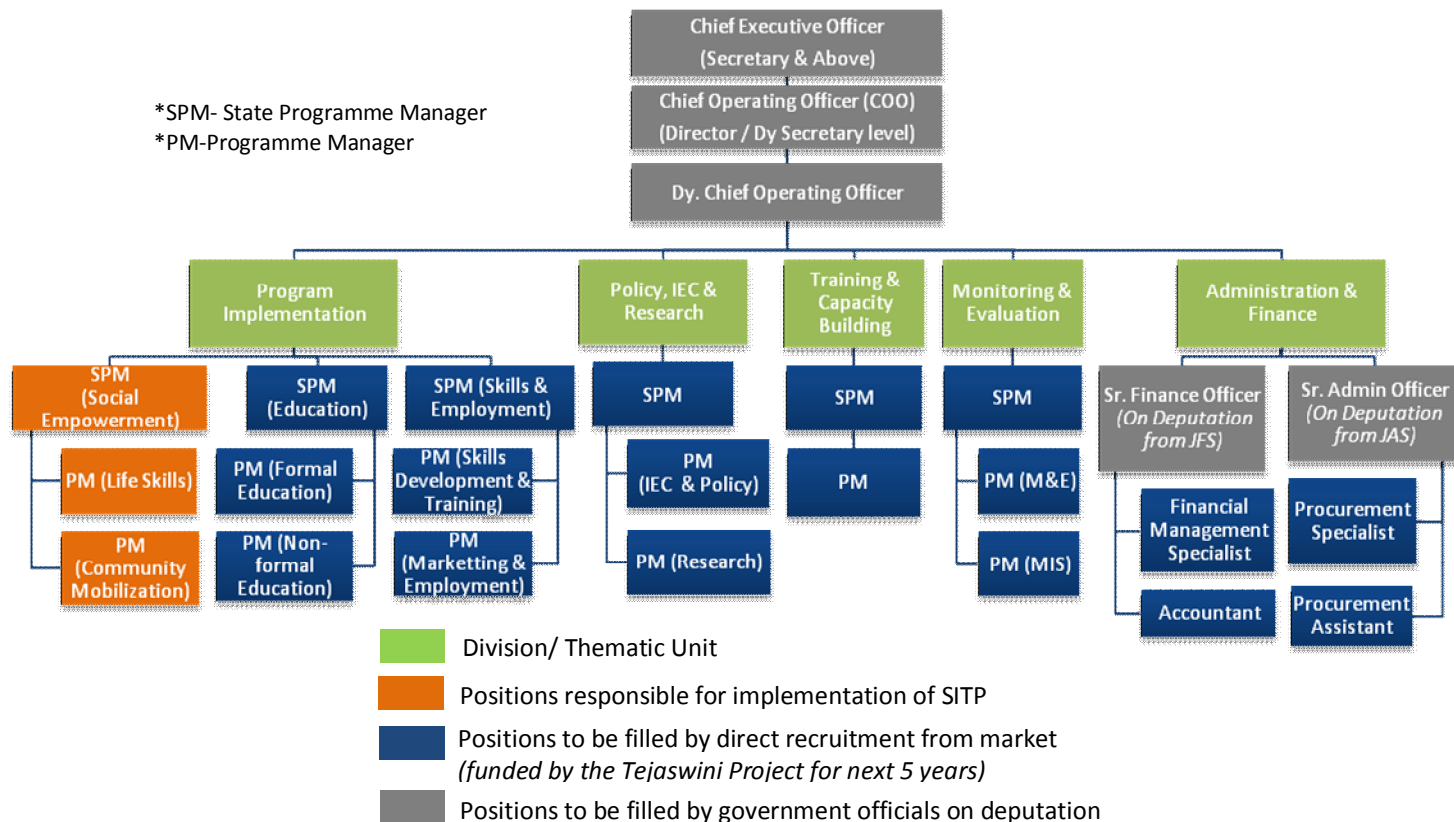
TEJASWINI PROJECT: ENVIRONMENT MANAGEMENT PLAN AND SOCIAL INCLUSION & TRIBAL PLAN

S. No.	Project Interventions under 3 Components	Brief Description	Who and How	Actions under SITP	Output	Responsibility
Component-3: State Capacity Building and Implementation Support						
6	Strengthening systems and convergence	It includes establishment of state resource centre for AGYW, district and block implementation support units in Project districts, formulation of a state strategy and plan of action, strengthening automated MIS and M&E system and conducting systematic impact and process evaluation of key project interventions	<ul style="list-style-type: none"> An agency to develop Program MIS will be hired State strategy and plan of action will include the modalities of convergence with the line departments/institutions 	<ul style="list-style-type: none"> Monitoring and financial systems will have proper segregation of data on tribals and gender. State's strategy and plan of action will ensure to address the related challenges/issues of AGYW residing at tribal locations 	Policies and systems will be in place to support implementation of Project interventions concerning AGYW from tribal locations	DWCDSS and JWDS
7	Support to Project Implementation Unit	Relevant manuals, guidelines and policies concerned with project implementation will be developed along with strengthening human resource base led by JWDS for day-to-day operational support. Further it includes development of capacity building strategy and training of service providers and stakeholders.	<ul style="list-style-type: none"> Institutional assessment of DWCDSS 	<ul style="list-style-type: none"> It will be ensured that policies, guidelines, manuals to be developed will include relevant details on tribal communities in the Project's context 	Guiding principles for addressing tribal issues, their social inclusion, and empowerment will be in place	DWCDSS and JWDS

7.3 Implementation Arrangement for Social Inclusion and Tribal Plan

(i) At State Level

Department of Women & Child Development and Social Security (DWCDSS) will implement the project through Jharkhand Women Development Society (JWDS) in 17 selected districts of Jharkhand. The Project Director (PD), JWDS with technical support from the State Program Implementation Unit (SPIU) and supervisory support from the World Bank Safeguards Specialist will implement and monitor the Social Inclusion and Tribal Plan (SITP). The PD may in turn designate State Project Manager-Social Empowerment (proposed under SPIU at JWDS) to deal with this task on a day-to-day basis.



The Project Implementation Committee headed by the Principal Secretary / Secretary, DWCD&SS to be constituted at state level will oversee and guide the implementation of SITP under overall Project implementation.

(ii) At District level

JWDS will set up its implementation support units in every project district. It will include 4 contractual positions i.e. District Coordinator (head of district unit) supported by one Bridge Educator cum Life Skills Master Trainer and two Program Officers. The district unit will coordinate with the Block Resource and Implementation Units (BRIUs) of their district to ensure that all community level interventions undertaken by NGO service provider, skills and education providers, and youth facilitators at the community level are carried out in timely and efficient manner. District Coordinator will be responsible for implementing SITP at district level in close coordination with respective DSWO.

(iii) At Block level

JWDS will set up its Block Resource and Implementation Unit (BRIU) only in two intensive pilot districts- Dumka and Ramgarh. It will have three field coordinators for: (i) Bridge education and life skills; (ii) Vocational skills and entrepreneurship; and (iii) Community mobilization. This unit will work under the overall guidance and supervision of district level unit and be responsible for implementation and supervision of the project at block level in close coordination with respective CDPO. For these two districts Field Coordinator-Community Mobilization will be responsible for implementing SITP at block level. For remaining 15 districts, the project proposes to contract NGOs for supporting activities at the Block level activities through performance based contracts. Therefore, the contracted NGO at block level in the remaining 15 project districts will be responsible for implementing SITP at block level.

(iv) At Cluster level

Youth Facilitators (one youth facilitator at a cluster of 2 AWCs) will be engaged by the NGO service providers contracted under the Project will ensure the implementation of SITP at community/cluster level with the help of AWWs, AWHs etc. Day-to-day management and hand-holding of the Youth Facilitators will be undertaken by the contracted NGO service provider with the support of BRIU.

8. Major Risks and Assumptions

The Social Assessment revealed the persisting issues and challenges related to Participation, Inclusion and Equity. All these are essential for the Project's success considering the dependency of KPIs on maximum outreach for which participation of AGYW in the Project interventions will be crucial. Therefore, it becomes necessary to examine the differential access to project benefits and the need to address the requirements of poor as well as socially disadvantaged vulnerable groups (STs, PTGs, SCs). On the other hand, Environmental Assessment indicated that Project will not have any adverse impact on environment, however the Project outputs related with wage/self employment may indirectly affect environment for which standard guidelines and regulations are already in place. A reference to such guidelines has been recommended at Section-3 in this document. Considering the anticipated risks, the efforts may be supplemented with the following:

- Stakeholder access to project information, robust monitoring and evaluation system and role clarity to enhance transparency and accountability.
- Flexible operational structure to engage stakeholders at all levels and clear delineation of roles and responsibilities at each level of operational structure.
- Strengthening the existing AGs/women SHGs to ensure maximum participation and sustainability and partnership with them for maximum Project outreach.
- Involvement of PRIs, community leaders to ease the social mobilization, especially in hard to reach locations and for PTGs.
- Partnering with NGOs, CBOs etc. to achieve participatory planning and implementation particularly in areas such as awareness creation, social mobilization and group formation as well as community training in various aspects of education and skill development.
- Effective convergence mechanism to clarify the areas of Project's convergence with related schemes/interventions in the state.
- Proper documentation of learning over time will help bringing the desired modification/s in Project evolution on planning, implementation and monitoring fronts.
- Ensuring post project sustenance of interventions through effective implementation of mechanisms like incentives, establishing and sustaining market linkages etc.

Gender issues

- Persuading men/boys or elder male members of family to allow AGYW participate in training and education activities.
- Efforts to appoint women as youth facilitators who will serve as key contact person for community under the Project.
- Inclusion of women/girls inclined trades in the training service providers' scope of work on the basis of market assessment.
- Guide associated schemes to build databases having proper segregation of gender based data, especially on skills and education.
- Priority will be given to women/ girls belonging to marginalized class in the deployment of human resource associated with the Project.

8.1 Risks and Mitigation Measures

Vulnerability aspects in Jharkhand are evident from the factors like prevalence of tribal population in the state; 21 out of 24 districts are affected by LWE; 62% AGYW are not in education, employment or training; existence of superstitious practices like witch-craft hunting and approximately 37% population is living below poverty line in the state. Existence of 32 tribal groups, scattered tribal habitations in many villages and difficult terrain of the state further indicates the vulnerability factors leading to increased chances of tribal groups/other vulnerable population being excluded from development projects. The situation becomes more pronounced in the case of PTG habitations.

Dominance of males in the household decision making, priority to household work by females/girls, lack of awareness about education and skill development, limited outreach of training service providers, issues related with trafficking of girls/females in the hope of getting employment and getting married (particularly females) before the legal age are some of the major risks considered during the Project design. Further based on assessment of risks, mitigation measures in Project's context are indicated in the table below:

Table-14: Risk and Mitigation Measures

S. No.	Risks	Mitigation Measures
1	Exclusion of marginalized, particularly the tribals, PTGs, SCs, OBCs	<ul style="list-style-type: none"> • Inclusion of all targeted habitations without any discrimination by utilizing AWCs/ Tejaswini Kendras as a platform. • Effective implementation of Mobile training response units with an objective to cater hard to reach locations and vulnerable population • Focus on designing and implementing IEC strategy at all levels
2	Lack of accountability	<ul style="list-style-type: none"> • Re-defining the functions at all level of stakeholders. • Re-articulating their respective roles and responsibilities in the context of the WB supported project.
3	Lean organization structure of JWDS, limited technical expertise and limited capacities of DSWOs concerning additional work load	<ul style="list-style-type: none"> • Project proposed to hire thematic consultants at state and district level to support JWDS in Project implementation.
5	AWCs are already over burdened with routine tasks backed by limited capacities of AWWs/AWHs. Coordinating at community	<ul style="list-style-type: none"> • Investments in Youth Facilitator to be hired at a cluster of 4 AWCs at the Project locations will be crucial. Training and capacity building of Youth facilitator will

S. No.	Risks	Mitigation Measures
	level is a challenging task	pave the way for creating awareness, extending outreach and effective convergence at grassroots
6	Multiple schemes/ interventions on skill development and mainstreaming drop-outs in education	<ul style="list-style-type: none"> • Coordination meetings with SRLM, JSMD, JSLPS, KGBV, NIOS and other stakeholders to be organized on a regular basis for sharing of projects progress, its learnings over time and points of convergence. The Program Implementation Plan being prepared also include the effective coordination and convergence mechanism/s so that any duplication of work and/or resources could be avoided. • Judicious allocation of funds for the purpose through strategic planning.
7	Reluctance of guardians/parents of AGYW in sending their wards for participating in Project interventions	<ul style="list-style-type: none"> • Community counselling through Role Model belonging to the same community could be effective in convincing the guardians/ parents • IEC strategy at all institutional levels would be one of the major priority areas • Ensuring the involvement of local community leaders in Project interventions
8	Left Wing Extremism is a challenge in most of the project areas and may lead to delays in implementation.	<ul style="list-style-type: none"> • Generating grass roots demand for services and mobilizing community influencers to elicit the community's support in the project areas may reduce such risks
9	Abundance of training service providers in urban locations, especially in the industrial zones where probability of employment generation is more may induce a risk of their scalability to remote/ hard to reach locations	<ul style="list-style-type: none"> • Desired support in market assessment to analyze the demand w.r.t. any particular trade in remote and hard to reach locations of Project districts as well as social mobilization will enable service providers to upscale the interventions as per requirement • Designing training curriculum according to the needs of target beneficiaries in Project locations
10	Unwillingness of married young women to continue education after being dropped out since long	<ul style="list-style-type: none"> • Awareness creation regarding existing facilities/ modes to continue education and the related outcomes • Counselling support to targeted beneficiaries, their guardians and in-laws, specially the decision makers in the family
11	Limited capacity and presence of KGBVs to mainstream the drop outs, operational issues of NIOS and affordability issues related with correspondence course/s of NIOS	<ul style="list-style-type: none"> • Involvement of voluntary organizations, other related private/ non-government institutions having desired facilities • Interim coaching support for those who opt for correspondence course/s • Awareness creation regarding NIOS course/s and available scholarships

9. Annexure

*Annexure-I: Status of Adolescent Girls and Young Women in Jharkhand***1. Adolescent Marriages**

According to NFHS-III, the median age at first marriage for females 20-24 years is 16.8⁸ years which is earlier than the prescribed ideal age for marriage of females. More recent statistics of Annual Health Survey, 2011-12 indicated that the mean age of first marriage of females in the state has improved to 21 years approximately. Despite this 13% of females in the state are getting married before 18 years and 48% of young women (20-24 years) got married before 18 years of age. Previous researches/ studies have revealed that early marriages increases probability of early pregnancy thereby increases the chances of low birth weight and/or undernourished infant thereby creating an adverse impact on health of women as well as new born child. This further relates to increase in high mortality rates, lower cognitive performance of child and likelihood of school dropout due to less productivity.

2. Education

With approximately 22% of decadal difference in the Literacy rate at National level, Jharkhand has also seen an upward trend in literacy and is at 66.41% as per 2011 population. Of that, male literacy stands at 76.84% while female literacy is at 55.41%. Female literacy in the state is lagging behind w.r.t. national average of 65.46% because of various factors like accessibility, lack of family's interest in education, education not on priority list etc. Despite this substantial progress is seen when compared with 2001 when literacy rate in Jharkhand stood at 53.56% of which literate male and female were 67.30% and 38.87% respectively.

Education for girls has been a critical factor in increasing age at marriage in some parts of India. Data show that girls with fewer than 7 years of schooling are more likely to be married by age 18 than those with higher levels of schooling.⁹ A total of 7.27¹⁰ lakh adolescent girls (14-17 years) were enrolled in secondary and higher secondary classes during 2013-14 which accounts for approximately 58% of the total adolescent girls (age: 14-17 years) in the state. It indicates that majority of adolescent girls are willing to study for a productive future. But unavailability of any system to track the drop-out girls after completing secondary education leave an ambiguity over their diversion to higher education or paid employment.

However, to mainstream the drop-out adolescent girls & women, state government is providing support through Mahila Samakhya Kendra (12 operational in state) for adolescent girls & women and through Kasturba Gandhi Balika Vidyalaya (KGBV) for girls in the age group of 6-14 years. National Institute of Open Schooling (NIOS) with its 151 study centres within state is also supporting in the sustenance of education but approximately 50% of its existing centres are non-functional, one of the main reasons being these schools are registered as academic centres, but are not able and/or willing to operate the study centre due to their work load in regular schooling. Hence, enrolment in the functional centres is only about 3000.¹¹

⁸ Table-29, http://rchiips.org/nfhs/NFHS-3%20Data/Jharkhand_report.pdf

⁹ Addressing Comprehensive needs of Adolescent Girls in India, ICRW, 2013

¹⁰ DISE, 2013-14

¹¹ Information received from NIOS during Mission trip (October, 2015)

3. Poverty and Employment

The literature on economic development in India increasingly points towards the importance of labor force participation of adolescent girls and young women as a critical pathway for poverty reduction.¹² In Jharkhand, there are approximately 37% or 12.4 million people living below poverty line in the state¹³ which is much higher than all India poverty rate of 22%. According to Census of India-2011, more than half i.e. 53% of adolescent and young women (15-24 years) w.r.t. total AGYW population are unemployed. Justifications also come from 2011-12 report by NSSO 68th round which indicated that 260 female (both rural and urban) in the age group of 15-59 years are employed per 1000 population.¹⁴ Considering the vulnerability aspect, as per census 2011 the worker participation rate is approximately 47% among the state tribes.

Further, self-employment and entrepreneurship through skill development and/or self help groups is pertinent especially in rural areas but to map the scalability of it for target group under vulnerable sections/ pockets, availability of consistent data, research and particularly gender disaggregation would be vital.

4. Skill Development

According to a district-level gap study conducted by NSDC in Jharkhand for analyzing the gaps and skill development perspectives during 12th and 13th five year plans, it came out that working age population is estimated to grow from 20 million in 2011 to 24 million in 2017. It is envisaged to further grow to 27 million by 2022, implying entry of about 6-7 million to the workforce during the period(2012 – 2022).¹⁵

Besides, as per the Jharkhand Industrial Policy 2012, Sericulture, Handloom & handicrafts; Agro/ Food Processing; Automobile and Auto Components; Tourism and IT/ITES have been identified as potential sectors for higher economic growth in future. Aiming this, Jharkhand Skill Development Society was established in October, 2013 with an objective to develop the skills of 3-4 lakh individuals per annum (18-35 years) thereby contributing to reduce unemployment, under employment and socio-economic inequality. Considering the poverty rate of state, migration percentage of unskilled labourers and demand creation aspects for skilled people within state, 18 related government departments have been integrated under JSMD through 32¹⁶ sector skill councils.

5. Health

State has shown improvement in reducing the infant mortality rate from 48 (per 1000 live births) in 2007 to 38 (per 1000 live births) in 2012 which is even below than the national average of 42. Moreover, an improvement in maternal mortality ratio (per 1,00,000 live births) is made from 261 in 2007 to 219 in 2012. Other health service indicators have also improved over time like institutional delivery from 22% in 2008 is increased to 38% in 2012, full immunization coverage is

¹² The Economic Participation of AG&YW, Andrew Morrison & Shwetlena Sabarwal

¹³ NITI Ayog Annual Report, 2014-15

¹⁴ Table S7, NSSO 68th round report

¹⁵ <http://www.nsdindia.org/sites/default/files/files/jharkhand-executive-summary.pdf>

¹⁶ <http://www.skilljharkhand.org/wp-content/uploads/2015/01/List-of-Sector-Skill-Council.pdf>

at 73% in 2012 etc.¹⁷ According to NFHS-III (2005-06), over two-thirds of young women (age 15-24) in Jharkhand, compared to one-third of their male counterparts, were anemic. Further, according to a recent survey by World Bank (2015) at least one in five girls (age 16-24) screened positive for depression.

Considering the early median age of marriage (17 years) in the state, awareness among AGYW is necessary keeping in view the related health aspects. Therefore, state has as introduced several programmes to Sahiyya Sammelan, Sas Bahu Pati Sammelan, Sahiyya Health Desk etc. to focus on community mobilization towards engaging community in health care. Further, interventions like Mamta Wahan to reduce the delay in referral during childbirth and the treatment of sick newborns have also been implemented by the state government resulted into improved institutional delivery.

6. Migration/ Trafficking

Net migration rate (difference between in-migration and out-migration per 1000 persons) of the state was 1.8% (out-migration) in 2007-08. Considering the Project's target group 913 per 1000 females (both rural & urban) migrates/relocate primarily due to marriage, however, majority of them (790 per 1000) migrates to same/other districts within Jharkhand only.¹⁸

As per the aforementioned NSSO report (2007-08), migration for employment and study purposes are not seen as primary reasons among females of Jharkhand. It is also justified by early marriage of adolescents, less average enrollments per college and very less labor force participation of 14% of women in the state compared to 83% of men¹⁹. Steep decline in the female labour force participation in rural areas reflects diminishing jobs that women find acceptable (or families consider acceptable for them) in large villages²⁰. However, during district consultations by DWCDSS in January, 2016, it was found that females including adolescent girls migrate seasonally, with their families, for agricultural harvesting purposes.

¹⁷ SRS Bulletin-2012, AHS-2011-12

¹⁸ NSSO Report No. 533: Migration in India: July, 2007 - June, 2008

¹⁹ NSSO Report 2011-12

²⁰ Chatterjee, U., R. Murgai, et al. (2015). "Employment outcomes along the rural-urban gradation" Economic & Political Weekly L (26)

Annexure-II: Government Schemes/Programmes for AGs and Women in Jharkhand

S. No.	Program/ Scheme	Brief Description	Coverage	Target Group
Department of Women and Child Development and Social Security (DWCDSS), GoJ				
1	Integrated Child Development Services (ICDS) Scheme	To support the early childhood care and development, ICDS scheme is being implemented in the state through a network of 38,432 AWCs (including 35,881 AWCs and 2,551 Mini AWCs).	Across the state	0-6 year children; Pregnant and Lactating women
2	Construction and supplies of hostel for Working Women	To provide accommodation for single working women, unmarried, widows, divorced, separated or married woman when husband is out of town		Working women
3	Mukhya Mantri Kanyadan Yojana	The one-time cash transfer scheme aims supporting marriage of women at the right age. The scheme also aims to prevent dowry in marriages. Under this Scheme, an amount of Rs. 30,000 (increased from Rs 15,000 per women in 2014-15) is granted per women from a BPL family upon marriage.	Across the state	Girls >18 years belonging to BPL families
4	Welfare program for Widows	This scheme has a provision to provide job oriented vocational training to widows. Implementing NGOs are mandated to provide training to at least 5 widow groups each having at least 30 widows.		Widowed Women
5	Naari UtthanKosh	This is a new scheme to support those women and girls who are preparing for Indian Administrative Service or Jharkhand Administrative Service. It is yet to commence with some new interventions as there is already a similar scheme being implemented by Tribal Welfare Department in the state.	Across the state	Girls and Women
6	After Care Homes	To support the mainstreaming of juvenile offenders after they leave special homes, two After Care homes are being constructed in Ranchi and Dumka.	2 states (Ranchi, Dumka)	Children (including AGs) below 18 years
7	Scholarship for disabled students	As part of this initiative, disabled students who are studying in classes I to Post Graduate are offered scholarships for pursuing both vocational and technical courses along with general courses.		
8	Integrated Child Protection Scheme (ICPS)	With an objective to reduce vulnerabilities to situations and actions	Across the state	Juveniles

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S. No.	Program/ Scheme	Brief Description	Coverage	Target Group
		that lead to abuse, neglect, abandonment and separation of children, ICPS is being implemented in the state since 2012 to help state government in creating and sustaining systems necessary for child protection		
9	Remand Homes	These homes are mandated to provide free clothes, food and medical facilities to children offenders below 18 years of age. There are 10 Remand Homes operational in the state.	10 districts: (Ranchi, Hazaribagh, Dumka, Jamshedpur, Dhanbad, Deoghar, Gumla, Simdega, Bokaro & Chaibasa)	Children (<18 years)
10	Inter caste marriage scheme	It is a scheme to promote and encourage inter-caste marriage between SC/ST and general category individuals. It is therefore mandatory that one of the spouses should belong to SC/ST. A financial aid of Rs. 25,000 per couple provided upon marriage. This amount is provisioned for every eligible couple in the Jharkhand and they are able to receive the amount on their fixed deposit bank account under the national saving certificate. In the terms, the saving bank must be having with the both (husband/ wife) names (joint account) which will be fixed for the 7 years.	Across the state	Eligible couples (one of the spouses should be from SC/ST)
11	Financial Help to the AGs and women victims of rape/ domestic violence	Under this scheme, allowance to any women/AG victim of rape and/or domestic violence is provided with some financial help to support the rehabilitation process.	Across the state	Women
12	Pension under Scheduled Castes and the Scheduled Tribes (Prevention of Atrocities) Rules, 1995	The amount of compensation is decided by the competent authority at district level. No. of beneficiaries is not fixed, need based benefit is being provided to the identified beneficiary.	Across the state	SC/ST
Directorate of Social Welfare, DWCDSS, GoJ				
13	Schools for Blind	In this school, blind students are provided with free study material in Braille, clothes, food and medical expenses. Presently one school for blinds with intake capacity of 25 students is being operational in Ranchi district.	Ranchi	Children with disability (blind)

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S. No.	Program/ Scheme	Brief Description	Coverage	Target Group
14	School for Deaf and Dumb	The deaf and dumb students of this school are provided with free study material, clothes, food and medical expenses. 2 such schools in Ranchi and Dumka districts with intake of 30 and 25 students respectively are operational.	Ranchi and Dumka	Children with disability (deaf/ dumb)
15	Scheme for Elimination of Witchcraft	This scheme is being implemented to eliminate the superstitious practice of witchcraft persisting in the state since long. The main focus is to create awareness among the community against this practice by the effective use of media channels.	Across the state	Women
16	Schools for Special Children	It supports the mainstreaming of children, with mental/ any other disability, into the society.		Children with disability (including AGs)
17	Support to training and employment programme for women (STEP)	Central Sector Scheme launched in 1986-87, seeks to upgrade skill of poor and asset less women and provide employment on sustainable basis by mobilizing them in viable cooperative groups, strengthening marketing linkages, support services and access to credit	All States	Women >16 years
18	National Mission for Empowerment of Women (NMEW)	Launched in 2010, this mission aims to achieve social economic, political and legal empowerment of women through inter-sectoral convergence and facilitate coordination between various related schemes	Across the state	Women and girls
19	Ujjawala	Comprehensive Scheme for Prevention of Trafficking and Rescue, Rehabilitation and Re-integration of victims of Trafficking for Commercial Sexual Exploitation	276 projects sanctioned across the country (incl. only 1 project in Pakur district of Jharkhand)	Women and Children (incl. AGYW)
20	One Stop Centre Scheme	It is a new scheme launched in 2015 to support the women victims of domestic violence/ rape/ dowry harassment by providing medical, psycho-social/counseling, police, emergency, legal and shelter support provisions	Across the state	All women including girls affected by violence
21	Rashtriya Mahila Kosh (RMK)	Rashtriya Mahila Kosh(<i>The National Credit Fund for Women</i>) was created by the Government of India in 1993. Its purpose is to provide lower income women with access to loans to begin	Across the state	Women (as per the eligibility criteria defined)

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S. No.	Program/ Scheme	Brief Description	Coverage	Target Group
		small businesses. These loans are provided to NGOs-MFIs, termed as Intermediary Organizations (IMOs) which further lend it to women SHGs after due assessment.		
22	Birsa Munda Awas Yojna for Primitive Tribe	To provide homes to the families of Primitive Tribes who are considered to be more backward in their socio-economic status and other sociological traits. Unit cost of house to be constructed by beneficiary himself/ herself under the supervision of Officers of Welfare Department is 1.34 lakh.	22 districts of Jharkhand having existence of target group	9 primitive tribal groups
Directorate of Social Security, DWCDSS, GoJ				
23	IGNWPS	A monthly pension of Rs 600 is provided to all widows between the age of 40 and 79 who belong to BPL families. Age, proof of residence and BPL status are the eligibility requirements for widows eligible for coverage under the scheme.	Across the state	Women (Widows, 40-79 years)
24	IGNDPS	Under this scheme, a monthly pension of Rs. 600 is provided to persons with disabilities (80 percent or more disability), belongs to BPL category and are in the age range of 18-79 years. Disability certificate from authorized civil surgeon is mandatory requirement while applying for this scheme.	Across the state	PwDs (18-79 years)
25	State Social Security Pension Scheme	An amount of Rs. 600 as monthly pension is provisioned under this scheme. Eligible beneficiaries are older persons and persons with disability ageing >60 years, widows >18 years and bonded labour with monthly income less than Rs 12,500 in urban areas and Rs 10,500 in rural areas.	Across the state	Older Persons and PwDs (>60 years); Widows (>18 years); Bonded labour
26	National Family Benefit Transfer Scheme	Under this scheme, a benefit of Rs. 20,000 is provided to the dependents of the family whose breadwinner is died. Eligible beneficiary include older persons and widows only.	Across the state	Older Persons (>60 years); Widows (>18 years)
27	Primitive Tribal Group Family Pension Scheme	Under this scheme, married women belonging to PTGs ageing >18 years are being provided with a monthly pension of Rs. 600/-.	Across the state	Women belonging to PTGs (>18 years)
Jharkhand Women Development Society, DWCDSS, GoJ				
28	SWADHAR (A scheme for Women in	To provide them with legal aid and guidance to enable them to take steps	All states (Jharkhand:	Women victims (>18

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S. No.	Program/ Scheme	Brief Description	Coverage	Target Group
	<i>difficult circumstances)</i>	for their re-adjustment in family/ society.	Presently 2 districts: Palamu, Bokaro)	years) of unfortunate circumstances need rehabilitation support
29	SABLA (RGSEAG)	The scheme, launched in 2012, offers a variety of services to help young women become self-reliant, including nutritional supplementation and education, health education and counseling services, and life skills and vocational training	7 districts of Jharkhand namely, Giridih, Sahebganj, Garhwa, Hazaribagh, Gumla, Pashchimi Singhbhum and Ranchi	Adolescent girls (11-18 years)
30	Women Helpline	It is a scheme to support the women/girls in state by providing details about their rights and entitlements under various schemes / legislations. It also helps any needy women by answering her queries or connecting her to the concerned department	Across the state	Women and AGs
31	NariNiketan/ Short Stay Homes for Women Scheme	It provide short stay shelter homes to destitute, widows, separated and any other vulnerable women in the state to support their economic empowerment and rehabilitation. One such shelter home is operational in Gumla district and one near Ranchi railway station.	Gumla and Ranchi	Vulnerable/ Destitute Women
32	Rehabilitation Centre for Adolescent girls and Midwives rescued from Trafficking	Under this scheme, a helpline is provisioned to provide desired support to AGs and midwives who are rescued from trafficking	Across the state but helpline is established at Ranchi (Missing Children Missed Call Helpline) and New Delhi (National Helpline for Trafficking) .	AGs and Women
33	Kishori Shakti Yojana	The broad objectives of the Scheme are to improve the nutritional, health and development status of adolescent girls (11 to 18 years), promote awareness of health, hygiene, nutrition and family care, link them to opportunities for learning life skills, going back to school, help them gain a better understanding of their social environment and take initiatives to become productive members of the society.	243 ICDS Projects in 17 non-SABLA districts	AGs (11 to 18 years)

S. No.	Program/ Scheme	Brief Description	Coverage	Target Group
34	Poorna Shakti Kendra (PSK)	As a part of pilot project under National Mission for Empowerment of Women (NMEW), its objective is to resolve the issues like gender discrimination, violence against women and girls, women trafficking and any other related issue. One such PSK is operational in the state.	Khutpani block of West Singhbhum	Women and girls
35	Indira Gandhi Matritva Sahyog Yojana (IGMSY)	This is a Conditional Maternity Benefit Scheme of GoI, started in 2010, for pregnant and lactating women (above 19 years) to contribute to better enabling environment by providing conditional cash transfer for improved health and nutrition and to also promote health and nutrition seeking behaviour in them.	2 districts in Jharkhand (East Singhbhum and Simdega)	Pregnant and Lactating Women (>19 years)
Jharkhand Skill Development Mission Society, DoPD, GoJ				
36	Saksham Jharkhand Kaushal Vikas Yojana (SJKVY)	It is a scheme for non-residential training provided through NDSC and Sector Skill Councils (SSCs). It aims to provide wage/self-employment linked skills training which in compliance with NSQF and in line with the common norms, pertaining to 39 sectors, notified by the Ministry of Skill Development and Entrepreneurship.	Across the state (<i>pilot phase-I</i>)	Individuals (>18 years)
37	Pradhan Mantri Kaushal Vikas Yojana (PMKVY)	It is a reward scheme with an objective to enable and mobilize a large number of Indian youth to take up outcome-based skill training and become employable and earn their livelihood. Under the scheme, monetary reward (wholly funded by GoI) through direct bank transfer would be provided to trainees who are successfully trained, assessed and certified in skill courses run by affiliated training providers.		Individuals (>18 years)
Jharkhand State Livelihood Promotion Society, GoJ				
38	Rural Self-Employment Training Institutes (RSETI)	It is a MoRD scheme in which these institutes are promoted for the purpose of providing opportunities to the rural youth for their skill up gradation leading to self-employment. These institutes are bank led i.e managed and run by the public/private sector banks with active support of the State and Central Governments. Certificate issued by the RSETI is recognized by all banks for purposes of	15 districts (one in each district except Ranchi which has 2 RSETIs)	Youth (preferably from BPL households)

S. No.	Program/ Scheme	Brief Description	Coverage	Target Group
		extending credit to the trainees		
39	Aajeevika Skills (DDU-GKY)	It is a skilling and placement initiative of MoRD, GoI with an objective to reduce poverty. It aims to skill rural youth who are poor and provide them with jobs having monthly regular wages. DDU-GKY State Skill Missions embedded in general within the SRLMs to provide co-funding and implementation support to PIAs in the state.	Across the state	Youth (15-35 years)
Jharkhand MahilaSamakhya Society, DoSE, GoI				
40	MahilaSamakhyaProgramme	Launched in 1988 to pursue the objectives of the National Policy on Education, 1986. It recognized that education can be an effective tool for women's empowerment on the basis of identified standard parameters. It also converge with Saakshar Bharat scheme of GoI.	10 States (126 districts) including 11 districts of Jharkhand	Adolescent girls and women (focus on >15 years girls/ women)
Department of Labour, Employment Training and Skill Development, GoI				
9	National Programme for Youth Adolescent Development (NPYAD) Scheme	Youth centered scheme of GoI, with objectives to provide desired opportunities for holistic development of youth, promote related activities/ programmes and train them for self development.	Across the state	Youth and Adolescents (10-28 years) with priority to include 1/3 rd women as beneficiary
Department of Health and Family Welfare, GoI				
13	Mamta Wahan	It is a state-wide scheme launched in 2010 to provide free referral transportation to expectant mothers, aimed at encouraging institutional delivery to reduce mother and child mortality.	Across the state	Women >18 years
Department of Human Resource Development, GoI				
41	Saakshar Bharat	The main objective of this scheme is to further promote and strengthen Adult Education, specially of women, by extending educational options to those adults who having lost the opportunity to access formal education and crossed the standard age, now feel a need for learning of any type	Across the state	Any illiterate individual (15-35 years) especially women
42	Scheme of Support to Voluntary Agencies for Adult Education &Skill Development	Main objective of the scheme is to secure extensive, as well as, intensive involvement of voluntary sector in the endeavors of the government to promote functional literacy, skill development and continuing education	Across the state	Any Individual (especially in the age of 15-35 years)

S. No.	Program/ Scheme	Brief Description	Coverage	Target Group
Minority Welfare Department, GoJ				
43	Scheme for Leadership Development of Minority Women	The objective of the scheme for leadership development of minority women, including their neighbours from other communities living in the village/locality, is to empower and instill confidence in women, by providing knowledge, tools and techniques for interacting with Government systems, banks, and intermediaries at all levels	Across the state	Minority Women (18-65 years)
Urban Development and Housing Department, GoJ				
44	Urban Women Self - Help Programme Scheme	The objective of this scheme is to address Urban Poverty alleviation through gainful employment to the urban unemployed or underemployed poor women by encouraging them to set up self employment ventures and supporting skill development and training programmes to enable them to have access to employment opportunities. The delivery of inputs under the scheme shall be through urban local bodies. The scheme has two components :- (i). Assistance to groups of urban poor women for setting up gainful self-employment ventures UWSP (Loan & Subsidy) (ii). Revolving Funds for Self-Help Groups (SHGs) / Thrift & Credit Societies (T&CSs) formed by the urban poor women UWSP (Revolving Fund)	Across the state	Urban poor women

Annexure-III: Demographics of districts selected for Intensive Project Interventions

Particulars		Jharkhand	Dumka	Ramgarh	Source	Year
Total Population	Male	16930315	668514	494230	Census of India	2011
	Female	16057819	652928	455213	Census of India	2011
	Total	32988134	1321442	949443	Census of India	2011
SC Population	Male	2043458	40802	54986	Census of India	2011
	Female	1942186	38812	51370	Census of India	2011
	Total	3985644	79614	106356	Census of India	2011
ST Population	Male	4315407	282125	101901	Census of India	2011
	Female	4329635	288952	99265	Census of India	2011
	Total	8645042	571077	201166	Census of India	2011
Population Growth Rate (2001-11)	Percentage	22.34	19.39	13.06	Census of India	2001 - 2011
Sex Ratio	Per 1000 males	949	977	921	Census of India	2011
Literacy Rate (7+ years)	Male (%)	76.8	73	82.4	Census of India	2011
	Female (%)	55.4	48.8	63.1	Census of India	2011
	Total (%)	66.4	61	73.2	Census of India	2011
Education	High School	1894	44	28	DISE (state); District website (district)	2013-14; 2015
	Middle School	15151	743	252		
	Primary School	27747	642	466		
AWC	-	38414	2060	1042	DSW	2015
Pensioners	IGNOAPS	768300	43054	18644	DoSS	2016
	IGNWPS	273849	17000	6142	DoSS	2016
	IGNDPS	17239	1056	90	DoSS	2016
	State old age Pension	212995	10271	4642	DoSS	2016
Currently married women (age 20-24 years) before legal age	-	45.2	56.8	-	AHS	2012-13
Kasturba Gandhi BalikaVidyalaya (KGBV)	Total	203	10	4	MPR-JEPC, October	2015
	Enrollment (VI-XII)	58659	2844	-	MPR-JEPC, October	2015

Annexure-IV: Demographics of Project's target group (14-24 years AGYW)

S. No.	Districts	Population			Education Status				Marital Status		Employment Status		
		Females (14-24 years)						Females (20-24 years)	Females (15-24 years)				
		Total (AGYW) Population*	SC Population#	ST Population#	Literates#	Illiterates#	Completed Matric/ Secondary (included in all literates)**	% Graduate or above (included in all literates)©	Never Married	Widowed/ Separated/ Divorced	Main Worker	Marginal Worker	Non-Workers by Main Activity
1	Bokaro	10.37%	14.72%	12.75%	79.42%	20.58%	24.01%	15.38%	53.43%	0.72%	3.77%	13.67%	82.57%
2	Chatra	9.60%	30.73%	4.87%	67.62%	32.38%	18.82%	5.97%	40.85%	0.49%	10.91%	25.05%	64.05%
3	Deoghar	9.07%	12.42%	12.44%	64.81%	35.19%	15.40%	7.12%	34.63%	1.14%	9.12%	21.44%	69.44%
4	Dhanbad	10.55%	16.92%	8.64%	80.57%	19.43%	23.92%	14.31%	56.67%	0.93%	3.65%	9.48%	86.87%
5	Dumka [‡]	9.25%	5.78%	45.58%	65.39%	34.61%	12.89%	4.33%	38.60%	1.96%	10.75%	39.39%	49.86%
6	Godda	8.49%	8.10%	24.11%	56.56%	43.44%	17.59%	6.02%	39.90%	1.04%	9.07%	33.43%	57.50%
7	Jamtara	9.31%	9.68%	31.21%	67.31%	32.69%	11.93%	3.48%	39.13%	2.15%	7.14%	30.23%	62.64%
8	Khunti	10.23%	4.34%	73.21%	73.96%	26.04%	17.67%	6.70%	60.46%	0.83%	20.65%	27.60%	51.75%
9	Kodarma	9.28%	14.60%	0.95%	76.19%	23.81%	17.41%	5.87%	36.87%	0.56%	7.57%	21.83%	70.61%
10	Latehar	10.09%	20.48%	46.41%	64.16%	35.84%	16.67%	7.56%	51.90%	0.63%	10.18%	37.85%	51.97%
11	Lohardaga	10.55%	3.25%	56.19%	79.08%	20.92%	19.86%	8.40%	59.40%	0.90%	12.75%	40.30%	46.96%
12	Pakur	9.54%	2.98%	41.68%	50.86%	49.14%	11.41%	3.62%	40.58%	1.79%	27.59%	28.26%	44.15%
13	Palamu	9.43%	26.55%	9.35%	70.35%	29.65%	21.88%	9.40%	48.28%	0.49%	5.95%	23.16%	70.89%
14	PurbiSinghbhum	10.01%	5.34%	29.57%	83.64%	16.36%	22.64%	16.94%	58.98%	0.63%	5.66%	13.35%	80.99%
15	Ramgarh [‡]	11.01%	11.40%	21.60%	85.99%	14.01%	26.42%	12.73%	57.14%	0.59%	5.90%	9.00%	85.09%
16	SaraikelaKharsawan	9.92%	5.51%	37.05%	74.45%	25.55%	22.69%	9.02%	54.79%	0.77%	8.78%	22.52%	68.70%
17	Simdega	9.94%	7.24%	71.08%	81.12%	18.88%	15.78%	4.92%	69.09%	0.67%	12.54%	31.36%	56.10%
	TOTAL	10%	13%	25%	73%	27%	20%	11%	50%	1%	8%	22%	70%

Source: Census of India, 2011

NOTE: Percentage is calculated w.r.t.:

*district-wise total population (all ages); # district-wise total AGYW population (14-24 years); ** district-wise total female literates (14-24 years); ©district-wise total female literates (20-24 years); Remaining all w.r.t. district-wise total female population (15-24 years);[‡]pilot districts with intensive project interventions

 Highest value (w.r.t column)  Lowest value (w.r.t. column)

Annexure-V: Summary of Institutions visited during Resource Mapping in Jharkhand

S. No.	Project Districts	ITIs	VTPs	MSME	NIOS Study Centres	KGBV	Employment Exchange	Mental health service providers	Traditional/ Crafts Skills Providers	Life Skills Providers	Support service providers for human trafficking	Youth (NYK) clubs for girls
PROJECT DISTRICTS												
1	Bokaro	15	7	2	12	8	4	2	-	1	-	-
2	Chatra	1	10	1	5	10	1	-	-	1	1	39
3	Deoghar	6	4	1	4	8	1	-	3	1	-	-
4	Dhanbad	31	9	6	12	6	3	3	2	3	-	40
5	Dumka	7	8	-	8	10	3	-	1	-	-	36
6	Godda	2	1	-	5	8	1	-	-	2	1	-
7	Jamtara	1	9	-	7	4	1	-	-	-	-	-
8	Khunti	-	-	2	4	5	1	-	-	2	1	-
9	Kodarma	4	4	3	5	4	1	-	-	-	-	-
10	Latehar	2	1	1	4	6	1	-	1	-	-	-
11	Lohardaga	2	5	-	2	5	1	-	-	-	-	-
12	Pakur	-	2	-	2	6	1	-	-	3	1	-
13	Palamu	12	5	3	6	12	1	1	-	1	-	-
14	Purbi Singhbhum	18	44	3	11	9	1	1	1	4	1	-
15	Ramgarh	4	1	-	4	4	1	-	-	1	-	-
16	Saraikela Kharsawan	12	6	2	5	8	2	-	-	1	-	-
17	Simdega	1	3	-	2	7	1	-	-	-	-	-
NON-PROJECT (SABLA) DISTRICTS												
18	Garhwa	1	4	-	6	14	1	-	-	1	1	-
19	Giridih			1	6	12	1	-	-	1	-	-
20	Gumla	2	1	-	5	10	1	1	-	2	-	40
21	Hazaribagh	9	11	-	8	10	1	-	-	2	-	-
22	PashchimiSinghbhum	6	12	1	9	15	2	-	1	4	-	-
23	Ranchi	28	25	3	15	13	5	4	3	8	6	-
24	Sahibganj	1	4	-	4	9	1	-	-	3	1	-
	TOTAL	165	176	29	151	203	37	12	12	41	13	155

*Annexure-VI: State level Consultation***State Consultation Extracts**

A half day State consultation with various stakeholders was organized by DWCDSS with support of JWDS at Ranchi, Jharkhand. The objective was to share the Tejaswini Project design and obtain feedback from stakeholders vis-à-vis discuss the challenges and issues pertaining to skill development and education of AGYW in the state. The consultation was attended by staff members of DWCDSS, JWDS, Department of Education, Educational institutes, Representatives of World Bank, NGOs/CBOs, PIAs, DSWOs and CDPOs.

Tejaswini project has three broad components. First is the education of the dropout adolescent girls and young women through open education system like NIOS/IGNOU and prior to that preparing them for open education through bridge courses.



Second is the skill development of young women to prepare them for employment and also for self employment. The third component which cut across the above two is the social mobilization of parents, families and communities for better Project outreach. The core idea is to see the aspirations of AGYW in terms of acquiring education and skill-sets required for employment/ livelihoods. Thereby suitable linkages with service providers/ NGOs/ educational institutes etc. would be facilitated through Project for AGYW.

Highlights of Project Design

Project design and framework was shared initially with all the participants, key points of which are as follows:

- Project would focus of skill development and mainstreaming of drop-out AGYW in the age group of 14-24 years. It will be implemented in 17 districts where SABLA scheme (having interventions for adolescent girls empowerment) is not being implemented.
- Two districts i.e. Ramgarh and Dumka have been selected to implement intensive interventions on pilot basis under this project. The selection has been made on the basis of high drop-out ratio of girls, tribal population and low women labour participation ratio.

- Setting up of Cluster Resource Centres (CRCs)/ *Tejaswini Kendras* in 2 districts where in-house skills training and educational facilities will be provided to the target group while for other districts AWCs will be utilized as safe spaces for service delivery and counselling of AGYW. It will serve as dedicated space for meetings/discussions, Group activities, providing in-house counselling/training/ non-formal education/ referral services etc.
- Formation of groups also called as *Tejaswini clubs* will be done at community level and these groups will then be linked with the services provisioned. It was presented that one youth facilitator, preferably chosen from local/community level will be deployed over two CRCs for community mobilization, group formation, group activity for the project and linking AGYW to different government programs.
- Foundation skills training provisioned under the Project will include training on different modules such as life skills, financial management, rights& entitlements.
- Suitable IEC strategy would be developed and implemented to mobilize and communicate the objectives of the program and for better outreach. Parents/guardians as well as males/boys in the family would be focused in mobilization, reason being they have a major role in household decision making.
- Business skills training would be provided to girls (18-24 years).
- Project will be implemented by engaging different institutions like local NGO/CBOs, PIAs, Training service providers etc. through performance based contracts.
- A provision for innovations has also been made under the Project that would facilitate innovative approaches to cater hard to reach locations like mobile training centres, incentivizing for sustainability of beneficiaries etc.
- Enrolled beneficiaries under the program would be given a basic foundation skills training focusing on aspirations and skill sets such as basic accounting, basic marketing etc. Besides, linkages would be established with (i) open schooling institutions like NIOS to facilitate completion of at least secondary education of drop out girls, (ii) Service providers to facilitate employment linked training



Responses in Open House Discussion

The open house discussion was organized to get responses/feedback from participants on the following 3 things:

1. Most binding constraints for adolescent girls and young women

- Residential facility provision needed for skill training programmes.
- Issues of hard to reach locations and safety concerns due to LWE affected areas will be among major constraints for inclusion of girls from these pockets.
- Restricted mobility of girls ageing 18-24 years due to marriage and child bearing could be a hindering factor for their participation. It needs to be addressed.
- Reluctance of parents to allow their ward going outside to participate in any training and/or education.
- Prevalent issues of trafficking of girls/women by luring them for better employment opportunities outside state.
- Early marriage of girls and there on decision-making of in-laws in the family.
- Travel distance to schools is one of the major reason behind the high drop out of girls from the schools. Distribution of cycles among girls and boys from the government through the Cycle distribution scheme of Welfare Department was found to be effective in retaining the school enrolment.

2. Feedback on overall programme design and approach

- Empower and strengthen the AWC structure for better nutrition and ICDS service linkage.
- Social mobilization and mass sensitization need to be an integral focus.
- Carrier guidance and support to utilize acquired skills after training need to be on focus.
- For those young women who cannot move out of their community due to their household responsibilities or restricted mobility for any other reason, there should be provision of “Skill training at source”.
- Sustainability of target group for the Project duration is crucial for creating some impact.
- Strengthening of AWCs and involvement of AWW, helper, ASHA and ANM in the programme for better outreach.
- Inclusion of remedial courses like soft skills are much needed considering the requirements of AGs in the region. Besides, it would also help bringing all the girls/women to same learning level as it is known fact that learning levels of each individual is different.
- Existing or previously formed groups of AGs and young women could be directly linked with the Project.
- IEC/ awareness in minimal for many other schemes and if Project focuses on this aspect, maximum convergence could be achieved.
- Need of robust monitoring and accountability systems to be implemented by government were emphasized.

- Create an opportunity for self employment. Training alone may not be helpful if there is no support for long term. Design, marketing and material support will also be needed.
- Involvement is PRIs could provide better hold of Project interventions at grassroots like engagement of youth facilitator, IEC activities at community level, identification of target group etc.
- Motivational factors for the girls themselves to create clubs and sustain them are important.
- Skill training would be more effective if it is conducted in residential format and also linked with stipend facility to address the drop out issue because of travel distance to training centres and engagement time
- Project could converge with Sarva Siksha Abhiyan (SSA) which has one component under the scheme for out of school girls.
- Inclusion of training modules which should be activity based for continuous engagement of girls in the training programs. Suggested activity based programs which can further developed as career options for sustainability or space of this group in this project such as Self-Defence skill which could be further developed as career options for the girls as security guards or judo-karate teachers in school. Inclusion of existing youth groups in the projects which are formed under government schemes or NGOs would be identified.
- Establishing strong linkages through e-commerce for the ease of market access and better outreach.

3. Best ways to ensure participation of adolescent girls and young women

- There are good women achievers in the state, therefore demonstration and counseling through role model could be effective in ensuring participation.
- Identification of trade & sector which are girl-friendly and market demand as currently all the skill training trades are more suitable to boys.
- Jharkhand is such a state where adolescent girls don't come out of their houses. Project will be very much difficult without the motivation of the girls. Thus, motivation is the main element required in this project. Provision of stipend could be one such incentive to encourage girls to participate.
- NGOs are ready to arrange camps at village level separately for the Project to facilitate enrollments/ linkage of target group with the Project.
- Crèche facility at training centres was suggested for inclusion of all the young mothers for the program.
- Augmentation of course design in training programs offered by PIAs targeting increase in participation of girls and women. Following factors should be considered :
 - ✓ Appointment of female teachers
 - ✓ Trades identification based on need assessment in markets
 - ✓ Infrastructure support on suitable training programs.
 - ✓ Transportation help for participating girls who are located far from the training centers.
- Relate the performance based stipend issuance in the training program for sustainability skills set provided to girls.

Highlights of Group Discussions

Groups	Points of Discussion/ Brainstorming	Responses
Group 1: Government Stakeholders (DSWO, CDPO, government officials)	What should be the coordinating mechanism and structure as district, block and village level for the effective implementation of Tejaswini project?	<ul style="list-style-type: none"> • At district level: One NGO member, one member from Agriculture, one member from Health, one from Education, District Collector, and the Bank LM should form the Steering Committee • At Block level: BDO, CDPO, MYK, Education officer, Welfare officer, 2 female representatives from that area, and representative of the partner agency in the field • At Panchayat level: Mukhiya, Lady Supervisor, Ward member (Female), Youth Facilitators, 2 Anganwadi Worker, one retired school teacher, one Government employee
	Implementation partners	<ul style="list-style-type: none"> • NGOs: CINI, Save the Children, Bharatiya Kishan Sangha, TRUST, Plan India, CEDPA, Citizen Foundation, NGSS, Vikash Bharti, PRADHAN, Jharkhand Vikash Sansthan • Service Providers: RESTI, Chota Nagpur Craft Development Society, JharCraft, KGBV, Birsa ITC
	Role of the DSWOs/ CDPOs	<ul style="list-style-type: none"> • Quarterly meeting of committees formed at district level • Ensuring quarterly meeting at block level • Ensuring monthly meeting at Panchayat level • Capacity building of Anganwadi Workers
Group 2: NGO & CSOs	How do you think NGOs/ CSOs can effectively engage in Tejaswini programme and what is their interest and implementation capacity to implement the programme?	NGOs have interest and are willing to participate but details on the following would be useful for engagement: <ul style="list-style-type: none"> • Clarity of contracts • Fund flow • Opportunity cost • Standardization versus flexibility • Flexibility in implementation • Appropriate space for training for meaningful participation (entertainment/ crèche) • Jharkhand is a multi lingual area; so a more customized training model is needed which address the language issue.

List of Participants in the State Consultation

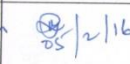


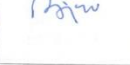
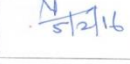

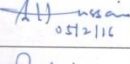
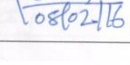
**Attendance Sheet for State Level Consultation on Socio-Economic Empowerment of Adolescent Girls' and Young Women
Project - Tejaswini**


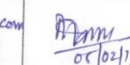





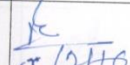
Date: 05.02.2016

Venue: Conference Hall, Shri Krishna Institute of Public Administration, Meurs Road, Ranchi

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*Annexure-VII: District level Consultations***District Consultations Extracts**

Three districts selected for district level consultations were Chatra, Ramgarh and Dumka on the basis of (i) Dumka and Ramgarh being the pilot district for intensive interventions and (ii) Chatra being LWE district has different socio-economic situation concerning Project's target group. Following were the participants in the aforesaid consultations:

District	Date of Consultation	Total no. of Participants	Participant Organizations/NGOs/Government Representatives
Chatra	07.01.2016	20	Government: DSWO, DRDS, CDPO (2), KGBV Representative, NIOS Coordinator, DPO, DCPO, DSE, Lady Supervisor ITI/VTP: Modi Vocational Training Centre, NGO/s: Sanskar, Adarsh Path, ACME Education Pvt. Ltd, Bakhuar Skill development Academy, The future Academic Centre,
Ramgarh	08.01.2016	39	Government: DSWO, Sevika /AWW (6), Kishori /Adolescent girls from community (12), Representatives from Women Welfare Department, CDPOs (5), Protection Officer, Legal Cum Probation Officer, Program Officer (NIC) NGO/s: Indian Women Development Society, Saarda, Nutan Sikhysa Samiti, Mahila Mandal, Srijan,
Dumka	11.01.2016	23	Government: DSWO and its office staff, CDPOs (5), District Education Officer, Lady Supervisor, Representatives from KGBV Representative, Representatives from district unit of Department of Social Security ITC/VTP: Dr. Rajendra Prasad ITC NGO/s: ManavKalyan Kendra (NGO), Janmat Shodh Santhan, Lahanti, Gram Jyoti, Chetna Vikas

1. KEY ISSUES AND POINTS CATEGORIZED**(i) Exclusion**

- Problems/ challenges in the issuance of BPL card like where to go for filling up the form, availability of forms etc. often restrict the eligible beneficiaries from enrollment in schemes like NULM etc.
- Difficult terrain and spread of population in Tolas makes it difficult for the communities to travel for any training and/or education related purposes as it consumes most of their time thereby obstructs their daily livelihoods. Intervention/s within 2-3 km would be feasible to attend but still the priority for married women would be the take of their children/family.
- For weighing children at AWCs in Chatra district, most of the time grandmothers used to come with the child while mother is directed (*by in-laws/ husband*) to be at home for cooking/ cleaning/ other household stuff.

- Communities like Bihar²¹ (Chatra&Ramgarh), Sonar (Ramgarh) are comparatively more vulnerable among others and are excluded from availing benefits like admission in schools etc. Similarly, Bhuiyan and Ganju castes in Chatra are mostly excluded or marginalized from various benefits provided under various interventions.
- In Chatra district, some of the guardians of Muslim girls do not send their daughters to KGBV just because Urdu is not included in the curriculum. However, same is not the case in other two districts where consultations are conducted.
- Some dropout girls of general category didn't get admission in a KGBV because of non-availability of vacant seats in unreserved category while the vacant seats were available in reserved category. Protocols don't allow inter-shifting of seats even if reserved category candidates are not available. This is a policy issue.
- In Ramgarh, the marginalized communities mainly include Sonar, Mahto, Kurmi and Bihar. In these communities, there are many families where girls are not allowed to go outside for training/ education etc. They are mainly involved with the guardians to support agriculture based livelihoods. Bihar community is not interested in any kind of work/ training/ education despite of efforts made in the past to counsel them for training, education, involvement in schemes etc. One of the reasons could be their illiteracy and prevalent addiction of drinking alcohol daily.
- An NGO in Chatra district highlighted that general/ unreserved category females are usually more excluded because eligibility standards designed for many schemes cater BPL/SC/ST/ other marginalized communities. There are many such general category women who have completed 10th and are helpless due to lack of employment and ineligible for enrollment in any scheme/s in running in their area.



District Consultation at Chatra (07.01.2016)

Districts	Vulnerable Communities/ Castes	Hard to reach locations	Remarks
Chatra	Bihar, Bhuiyan (mahadalit), Ganju (dalit)	Lawalong, Riwi Rampur, Kundu, Gidhaur, Simariya	<ul style="list-style-type: none"> • Most of the area (around and within district) is under forest cover and being LWE district, issues related with extremism may be pertinent. However, participants didn't indicate any threat from extremists for Project interventions.
Ramgarh	Bihar, Sonar,	Bihar Tola, Dohakatu	<ul style="list-style-type: none"> • Bihors are not interested in any

²¹ Primitive Tribal Group

Districts	Vulnerable Communities/ Castes	Hard to reach locations	Remarks
	Mahto, Kurmi	village, Chitarpur village, Jamira village of Dulmi block	kind of work. Usually drunk (even women) and illiterate • Jamira village of Dulmi block is mostly excluded from outreach of any NGO/ welfare schemes
Dumka	STs –Pahariya (Mal Pahariya & Sauria Pahariya), Kharwar	Shikaripara block, Gopikhandar village, Ranibahal village	-

(ii) Education

- Main reasons of not opting for open schooling are:
 - a) *Awareness*: Awareness about IGNOU is somewhat better than the courses being run by NIOS but for both of these ambiguity about which Universities will recognize these courses, kind of job/s could be done after doing such courses etc. diverts the beneficiaries towards any short term/ temporary employment
 - b) *Affordability*: For NIOS initial fee ranges from Rs. 950/- to Rs. 1500/- for 5-7 papers plus an additional examination fee up to Rs 2000/- makes it difficult for most of the AGs and young women to opt for open schooling
- A mix of reasons was found for dropout before 10th i.e.
 - a) In some cases it was affordability due to the death of breadwinner
 - b) Mobility issues after 8th due to lack of high schools at panchayat level. Guardians, especially of daughters, are reluctant to send them far (>5 km) for education. Security is the major concern backed by travel cost. *(An incident of acid attack on a girl in Barlong village of Ramgarh district in the recent past in which the girl was seriously injured resulted into disinterest of other girls and their parents towards school education)*
 - c) Another reason is seasonal migration of AGs for agricultural purposes break their education continuity by 15-20 days and mainly becomes the reason of dropout for many. For AGs, it is a forced migration to support guardians in sowing, threshing, act as care taker for younger siblings/kids during work etc.
- In most of the cases it was the decision of either husbands and/or in-laws for not sending their daughter-in-laws/ wives for further studies. Some women having children considered that education is not on their priority list rather earning through employment is also after their responsibility towards kids and husbands

(iii) Training and Employment

- Biometrics system, as per NCVT norms, is mandatory for VTPs to ensure real time monitoring of participants but connectivity is a major challenge in implementing it due to which training provisions at remote locations is limited
- Counseling session of local individuals is done by VTPs/ITIs for assessing demand. There is no robust mechanism followed to cater the target group from remote/ hard to reach locations
- Women passing out from vocational training centres don't receive support for investing in self-employment
- Placement/s is monitored by any ITI for approximately 6 months to 1 year along with documentation for the same while for private VTPs, it is 2 to 3 months. Follow-up with students is made through phone calls till the prescribed period, according the standard norms, gets over.
- Placements from VTPs/ITIs are mainly done in Ranchi and Dhanbad but these placements are mainly for the boys/males.
- There are women groups, called Dangals, engaged in loading/unloading of coal in/from trucks for which they receive a decent amount approximately Rs. 200-300 per day. These women may be hard to persuade for training and/or education because they feel it won't make any tangible difference in their earnings.
- Main source of livelihoods in all 3 districts is agriculture and include cultivation of paddy and seasonal vegetables. Tomato is grown at a large scale and offers high potential for farmer's development through value addition interventions like ketchup, puree etc.
- Other sources of livelihoods include (i) labour work brick kilns within district and outside, (ii) bamboo craft and wood work (particularly in Chatra), (iii) agriculture



District Consultation at Dumka (11.01.2016)

District	Main Source of Livelihoods	Vocational training trades suggested by Participants for respective Districts	
		Self Employment	Wage Employment
Chatra	<ul style="list-style-type: none"> • Agriculture • Wood cutting 	<ul style="list-style-type: none"> • Tomato ketchup preparation 	<ul style="list-style-type: none"> • Hospitality • Nursing

District	Main Source of Livelihoods	Vocational training trades suggested by Participants for respective Districts	
		Self Employment	Wage Employment
	<ul style="list-style-type: none"> • Maid servant (migration) • Labour work in brick kiln 	<ul style="list-style-type: none"> • Textile • Packaging & Branding 	
Ramgarh	<ul style="list-style-type: none"> • Agriculture • Loading/Unloading coal (<i>Dangal – Female groups</i>) • Labour work in coal mines 	<ul style="list-style-type: none"> • Tailoring • Beautician • Packing and Branding • Bamboo Craft • Terakota • Sericulture 	<ul style="list-style-type: none"> • Teacher • Computer
Dumka	<ul style="list-style-type: none"> • Agriculture • Labour work 	<ul style="list-style-type: none"> • Sewing/ Tailoring • Embroidery • Agarbatti making • Goatry • Poultry 	<ul style="list-style-type: none"> • Security Services • Judo Karate* • IT/ITES (COPA- Computer Operator & Programming Assistant) • Nursing • Hospitality • Leadership and Management**

*New trade being run by an NGO to train 21 girls (acceptable in community and have employment opportunities)

**Trait suggested by participants to build the confidence in AGs and young women

- It is suggested that institutional and market linkages are needed to encourage traditional craft based livelihoods for the women. Designing desired training modules for such trade would then be required but to conduct NCVT certified training, it is first required to get approved from DGE&T.
- Community (*Ramgarh district*) has little awareness about DDU-GKY (Deen Dayal Upadhyaya Grameen Kaushalya Yojana) program which is skilling and placement initiative of RDD, GoI.

(iv) Migration

- Migration (in Chatra and Ramgarh) is very prevalent amongst the adolescent boys and men while for AGs and young women it is a coerced migration through agents by convincing their guardians and luring them with some money. However, in Dumka which is in close to Kolkata (250 km), it is vice versa, most of the AGs are seasonal migrants (with family) to sell products in Kolkata.
- Migration of girls/female for maid servant particularly to Delhi is main source of livelihoods and with the willingness of guardians. There are communities wherein guardians are usually drunk and get convinced very easily to send their daughters in return of small amount of money. Most of these girls/ females are also found to be the victims of trafficking and harassment.

- Vulnerable economic condition back by illiteracy of guardians and lack of awareness towards training/education outcomes are considered to be the main reasons of migration in visited districts.
- Identification of AGs/females by agents for forced migration to other states (*mainly Delhi for maid servants*) is done at the time of seasonal migration (15-20 days) for agricultural purposes. Once identified, these agents lure family members with money, convince AGs belonging to economically weak families etc. and get their job done.



District Consultation at Ramgarh (08.01.2016)

2. INTERVENTIONS

(i) NGOs

- There are existing SHGs of AGs/young women which are active and have sufficient corpus for facilitating the start-up of any venture. An NGO (*AkandJyoti*) is supporting the sustainability of SHGs having association of 35,000 young women in Chatra district. *Kriya* NGO has 21 SHGs having association of 400 AGs. Another NGO has 500 SHGs constituting 5000-6000 females ranging from 18-40 years in different villages. (*Database of active SHGs may be sought from NABARD*)
- NGOs facilitate credit linkages from banks/MFIs to the SHGs as well as support them in establishing market linkages for livelihoods. An NGO by establishing linkages with local shops support selling of textile product (*petticoat*) prepared by women in the area.
- An NGO is supporting toilet construction in schools to increase the enrollments.

(ii) Government

- 9 months residential training is provided to 60 AGs in hospitality in Lavalong and Rivi Rampur of Chatra district and all of them are now employed (wage). A counseling session of their guardians was organized at district headquarters to send their daughters for such kind of training and it was successful in getting good number of enrollments of AGs.
- Rural Self Employment Training Institute (RSETI) – They are managed by Banks with active co-operation from the Government of India and State Government. One RSETI is established in each district of the state with Ranchi having two RSETIs. Concerned bank is the lead bank in the district takes responsibility for creating and managing it. GoI will provide one time grant assistance up to a maximum of Rs. 1 crore for meeting the

expenditure on construction of building and other infrastructure. After successful completion of the training, they will be provided with credit linkage assistance by the banks to start their own entrepreneurial ventures. March 2013 status report indicate that all RSETIs in the state are functional from rented premises while simultaneously construction/land allocation work was in progress for many.

3. EXPECTATIONS FROM THE PROJECT

(i) Common Expectations

- Awareness creation is of utmost importance and is required because most of the eligible beneficiaries are not yet aware of benefits/ rights/ entitlements.
- Market linkages are required to be established for selling the products prepared especially by women in self-employment.
- Guardians are required to be persuaded for sending their daughters for training and/or education.

(ii) NGOs

- It would be better if Project utilize the existing active SHGs/ female groups for better outreach
- NGOs are willing to link themselves with the Project interventions

(iii) ITIs/VTPs

- If Project supports the awareness creation, beneficiaries mapping and establish market linkages, they are interested to extend their services in hard to reach locations.
- NCVT in its 41st meeting decided to include specially designed courses according to local needs with NCVT certification but institutes are not capable enough to conduct a need assessment. Therefore, if Project provides such assessment details, the desired course can be put forth for DGE&T (Directorate General of Employment & Training) approval by respective ITI/VTP.
- Further, they are in agreement with the desired customization, if required, in the skills training curriculum for AGs and young women subject to the adherence of protocols of government

(iv) DSWO

- The expectation of DSWO is not clear from the discussion (*Chatra*). However, he stated that it won't be feasible for AGs and young women to spare much time on regular basis for skill training/ education. Reason being most of the girls by the age of 20 gets married and have children.

(v) CDPO

- Project should focus on social inclusion, particularly SCs and Muslim communities.

- If AWW/ Sevika role is strengthened in the context of Project, outreach would be more because active Sevikas proved to be successful in sustenance of AGs/women groups at community level.
- Project should facilitate to extend skills training provisions at block level and below so that AGs could attend and return home same day.

(vi) Married women

- Project related community interventions should be in the close vicinity 2-3 km for better outreach.
- More inclined towards vocational/skills training and expecting Project to create awareness about future aspects of these trainings.

(vii) AGs

- Career/Education counseling is required for better planning.
- Existing Scholarship scheme of government has fewer enrollments due to lack of awareness. If its outreach is strengthened, possibility of enrollments in education could be more, especially for beneficiaries from economically weaker sections.

4. OTHER POINTS RECORDED

- It is suggested that phase wise training module should be developed to encourage and attract married women, particularly with children to participate in the trainings.
- Follow-up mechanism of VTPs/ITIs may be improved by including options for confirmation of placement by phone, spot visit, checking with candidates and guardians on job satisfaction parameters
- NIOS course fee should be free for girls else if that is not possible, it should at least be subsidized to encourage more girl's enrollment in NIOS
- Extremist pockets in the visited district don't pose any threat to project interventions in those pockets
- Tie-up with *Jharcraft* may be looked upon to facilitate the market linkages for finished goods.
- If Project could establish wage employment opportunities and strong market linkages for self employment in Kolkata (West Bengal), targeted beneficiaries are willing to migrate even out of state for employment/selling goods. *(Recorded at Dumka)*

Scanned copy of participant's registration at all three district consultations is given below:

Chatra District: Participants List

Tejaswini Project: District Consultation

Conducted by: Department of Women and Child Development and Social Security;

Government of Jharkhand

Attendance Sheet

SL.NO	DATE	INSTITUTE NAME/ DESIGNATION	NAME OF THE PARTICIPANT	CONTACT DETAILS (EMAIL AND TELEPHONE)	SIGNATURE
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8.	7.1.16	G.C.S. Hunter	Savitri Devi	7431370132	Savitri Devi
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10.	7-1-16	Acme ed. sel. pr. ud.		809225285	Pr. Ud.
11.	7-1-16	Bekhar	Kill dev Academy	8292815025	Kill dev Academy
12.	7/01/16	Modi Voc. Training Centre	Kaushal Kishor	879707617	Kaushal Kishor
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21.	7.1.16	I.C.D.S. Chitra	Jyotika Toppo	9708690312	Jyotika Toppo
22.	7-1-16	I.C.D.S. 11	Laxmi Devi	8873549748	Laxmi Devi
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Ramgarh District: Participants List

Tejaswini Project: District Consultation

Conducted by: Department of Women and Child Development and Social Security;

Government of Jharkhand

Attendance Sheet

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6.	8/1/16	समन्वयक	DEEPA VERMA	9409666989	Deepa Verma
7.	8/1/16	C.D.P.O Patrauli	CHANDA RANI	9481104170	Chanda Rani
8.	8/1/16	C.D.P.O Ramgarh	Abha K. Chaudhary	8986749102	Abha K. Chaudhary
9.	8/1/16	P.O (NTR) Kura	Pranil Kr. Mohan	9631881380	Pranil Kr. Mohan
10.	8/1/16	Protection officer	Dukhharan Mahla	8877100456	Dukhharan Mahla
11.	8/1/16	Legal cum Probation Officer - Ramgarh	Ranjit Kumar	9472246707	Ranjit Kumar
12.	8/1/16	Sonantandha	Sonjit Kumar	9470956886	Sonjit Kumar
13.		J.D.Coordinator			
14.	8/1/16	सेविका	अरुण शर्मा	8406071082	अरुण शर्मा
15.	8/1/16	किशोरी	माला देवी	9373780534	माला देवी
16.	8/1/16	समन्वयक	अरुण शर्मा	7352804781	अरुण शर्मा
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18.	8/1/16	C.P.O.	Nandini Raj Keshav	9472725694	Nandini Raj Keshav
19.	8/1/16	C.D.P.O	Sareeta Verma	9162009961	Sareeta Verma
20.	8/1/16	S.W.	Manju Devi	920452062	Manju Devi
21.	8/1/16	किशोरी	Rita Kumari		Rita Kumari
22.	8/1/16				
23.	8/1/16	II		अमिता कारी	अमिता कारी
24.	8/1/16				
25.		II			
26.	8/1/16	सेविका	अमिता कारी		अमिता कारी
27.	8/1/16	सेविका	अमिता कारी		अमिता कारी
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7.	8/1/16	सेविका	अमिता कारी		अमिता कारी
8.	8/1/16	सेविका	अमिता कारी		अमिता कारी
9.	8/1/16	सेविका	अमिता कारी		अमिता कारी
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Dumka District: Participant List

Tejaswini Project: District Consultation

Conducted by: Department of Women and Child Development and Social Security;

Government of Jharkhand

Attendance Sheet

Dumka

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17.		Dr. Rajendra Pd. ITC Haryana	Kaushal K. Pandey	9470990203	<i>[Signature]</i>
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19.	11.01.16	LADY SUPERVISOR	KANCHAN KUMARI	8292835899	<i>[Signature]</i>
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27.	11/01/16	C.D.P.O. Dumka			
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30.	11/01/2016				
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Extracts of Focused Group Discussions in Villages

The 10 FGD villages in 3 districts represented a diverse socio-economic and cultural characteristic. Each village reflected a unique culture, different livelihood pattern, issues and coping mechanism. The tribal villages of Dumka were particularly unique with their own governance and justice system with a traditional village head who governed the community. A brief profile of each village as told by people in the FGD is presented in the table below:

Response of Participants on the Background of the Community (Source: FGD)

Village	Response of the Participants
Kolaibadi (Sikarpara block in Dumka)	<p>Kolaibadi village does not provide any opportunity for young women for any formal or informal job. All women members of a family along with the men work primarily in their own agriculture field and adolescent girls also support them in the farm work. Moreover, the women and adolescent girls collect firewood from the forest and fetch drinking water for home and also collect Sal Leaf and sale them as handmade plates. The women consider themselves as housewives and regard housework and childcare as their primary responsibility.</p> <p>The main source of living is agriculture and labour work. Almost all men migrate to West Bengal for informal labour work during the agriculture lean season, leaving the household responsibilities on the women and adolescent girls. Some women also migrate out with their spouses; however, their number is very less. The key difference between a man and a woman's work is that while men work as migrating labours for most part of the year, women mainly do housework, farming and some paltry income generating activities from home.</p> <p>The community and particularly women feel they are united, which shows in their helping each other during difficulties like a financial or health crisis. One major challenge the women as a whole recognized was the general lack of motivation in men in their village to engage in any work.</p>
Aurawari (Sarayahat block in Dumka district)	<p>Aurawari is a village of Santhal tribal community. It is a very poor village and farming is the mainstay of the people, though it is not the primary vocation. Nearly all men, for most part of the year, migrate out to neighboring states of West Bengal and Bihar for labour work, as the returns from farming is inadequate to feed a family for the whole year. Many women also migrate out with their spouse and work as daily wage laborers leaving the household responsibility on the shoulders of the adolescent girls and young women.</p> <p>The women are paid a lower wage rate than their male counterparts, as the demand for female labour is less. The men believed that the wage rate for men and women is different because women can't work as hard as men. Generally women are regarded as housewives bearing multiple responsibilities of childcare and house work.</p> <p>The village face acute water crisis and it is seen as the biggest problem facing the communities. Adolescent girls and young women who usually fetch water for home need to spend long hours in fetching water, which appears to be a general cause of irregularity in their school attendance. Moreover, adolescent girls and young women also collect firewood and support in the farm work.</p>

TEJASWINI PROJECT: ENVIRONMENT MANAGEMENT PLAN AND SOCIAL INCLUSION & TRIBAL PLAN

	<p>The biggest strength of the community is the cohesion among the villagers, which people believe is derived from their rich traditional values. They dance together in the festivals of Aura Parab, Jantha, Sorai, and Bahal and help each other at the time of a crisis. There is no practice of dowry, instead, as a Santhal tradition the groom's family needs to pay 'bride price' to the bride's family to fix a match.</p>
<p>Kusmah (Jarmundi Block in Dumka)</p>	<p>Kusmah, which is predominantly a village of Santhal tribal community, is also home to few other religious minority communities (Muslims) and Hindu backward caste families. Farming is the foundation of living that provides for food and other household needs. All men are engaged in farming and during the agricultural lean season, since there is no scope of other work either in the village or the neighborhood, numbers of men migrates out to the bordering state of West Bengal to sell labour. However, migration seems to be comparatively less in this village compared to others.</p> <p>Women and adolescent girls usually support the men in the farm work and also in some cases, women move out with their spouse to work outside. During the migration period, the young women and adolescent girls have to bear all household responsibilities. Though type of work of men and women is same as both do farming and labour work, the difference is observed in the nature and division of labour. For instance, women, as a custom are not allowed to plough the land, which is thus done only by the men.</p> <p>There is only one hand pump in the village serving water to all families for all purpose. It consumes a great deal of time of the adolescent girls and young women who usually have to fetch water for home which appears to be one of the causes of irregularity in school attendance of adolescent girls.</p>
<p>Ghoribadi of Dumka district</p>	<p>Ghoribadi is a tribal dominated village and most families of the village belong to Santhal clans. The primary source of family livelihood is farming and daily wage labour work. Quite a number of families, including young women and adolescent girls migrate to West Bengal for informal labour work.</p> <p>As a tradition, girls have to get married at an early age which is a reason for school dropout of girls at an early stage. Poverty in family is also an apparent reason for school dropout of girls. The families are too poor to cater to the educational and other needs of girls. The girls feel that the community gives importance to their opinion and allow girls to play football, kabbadi and practice dance.</p>
<p>Ogaya in Dumka district</p>	<p>Ogaya is a tribal village and most people belong to Santhal community. The people of this village are very poor and primarily depend on agriculture and labour work for livelihood. The male members of the family migrate out to the bordering states of West Bengal for labour work. In few cases, young women and the adolescent girls also migrate with the men.</p> <p>There is a primary school in the village, however, there is no high school near the village. Poverty in family and distance of school are prominent reasons for school dropout of girls. This apart, the young women and adolescent girls need to support in household work and also work in the farm with the male members. Early marriage of girls before age 15 is also another major factor contributing to school dropout of the girls.</p>
<p>Dhankutta (Sariyahat block of Dumka district)</p>	<p>Most people of Dhankutta village belong to Santhal tribal communities who are generally farmers and daily wage laborers. Most parents are illiterate. Labour work engages both men and women. Many men and even women migrate out for work in the agricultural lean season. The people of this village seem to have received benefits from different government schemes like Indira AwasYojana, and 100 days of employment guarantee under MGNREGA etc.</p>

	<p>The village has an Anganwadi Centre and a Middle Education school, however, the high school is very far from the village. Since there is no proper transportation facility for girls for commuting to school, it results in dropout of girls at a higher secondary level. Poverty in family is also another factor contributing to school dropout of girls as many girls need to quit studies to work in order to contribute to household earning. Household responsibilities of adolescent girls appear to be yet another reason for dropout of girls from school.</p> <p>As in a Santhal community, a groom's family as a tradition needs to pay bride price to the girl's family when the marriage is fixed. But in Dhankutta village it is practiced only symbolically where the groom's family pays only a token amount of 101 rupees as bride price. For the marriage, the groom along with his family, relatives and friends come to receive the bride with a procession and they carry their own food with them.</p> <p>Festivals like Bandhna helps escalating community cohesion. During these occasions girls, boys, women and men dance and sing together. The popular Santhal dance Sohrai in this regard is very important in unifying the community culturally.</p>
<p>Jaya Nagar (Potrutiblock in Ramgarh)</p>	<p>Although Jaya Nagar is a peri-urban type of village, it is yet not well developed. The village is around two km away from Potruti town; however, there is no proper road connection to the village. Most of the people of the village belong to Muslim communities who are daily wage laborers, barring a few who do jobs in Government sector such as in Indian Railways or in Jindal company.</p> <p>The labour work largely involves work as agricultural labour and work at the construction sites. Some people also migrate to cities like Delhi in search of work. Some of the people are involved in selling coals, in which they have to collect and carry heavy loads of coal on the cycle and travel far by pulling the cycle to sell it in the neighborhood market.</p> <p>Women of the village are generally not engaged in any income generation activities, except for some who have organised SHGs and doing some small business from home. Some women also work as construction labours. Most women consider them as housewives and do household work only.</p> <p>Illiteracy of parents seems to be a major problem as it caused in their lack of awareness on the importance of education. Due to this, education of children is not a priority for parents. Additionally, due to poverty in the family, the parents seem to compel girls to quit education from 10th class as they are unable to provide for uniform, copies and education fee etc.</p>
<p>Butbeda (Mandu block in Ramgarh district)</p>	<p>All families of Butbeda belong to general caste and other backward caste (OBC) communities. Daily wage labour work and farming are the main livelihood sources of the community. Most families are daily wage labourers or small holding farmers. The village does not offer any employment opportunities for men and young women. Although a coal company and TATA company are present in the neighborhood, yet the village youth cannot get job in these companies as they require people with technical competency.</p> <p>The community and especially young women and adolescent girls face many problems. Due to poverty and unemployment in the family, the parents seem unable to afford the cost of education of their children. Further since most parents are very less educated, education of children is not a priority for</p>

	<p>them.</p> <p>Young women and adolescent girls need to work in the farm and also help in household work which appears to be some of the core reasons for school dropout of girls at an early age. The village has a primary school, but the high school is 12 km far from the village, which is very remotely located. The brothers and young men feel that it is not challenging for the girls to commute to school, however, there needs to be some transportation facility provided by the government.</p>
<p>Barwadih (Tandwa block in Chatradistrict)</p>	<p>The people of Barwadih are poor and belong to an excluded social caste band (scheduled and other backward castes). The main challenge facing the village as the women highlighted related to the common lack of job opportunities as the neighborhood offered no employment avenues other than the seasonal agriculture and the uninspiring traditional craft based vocation.</p> <p>The main established source of living is traditional bamboo craft work (also includes household stuffs and agriculture appliances), a vocation so well praised but so inept to care for the craftsmen communities of Barwadih. Most men of the village thus migrate out to sell labour in informal sectors in cities like Kolkata, Delhi, and Surat etc. The village does not provide any scope for formal or informal job for the young women either.</p> <p>The key difference between the type of work done by men and women, as the women recognize is that men are the earning members and women are primarily considered as housewives, barring a very small number who also migrate out with their spouses for labour work.</p> <p>Water crisis poses another challenge as the village does not have any source of water, even a well functioning hand pump to provide water for drinking.</p> <p>Notwithstanding these, the women still believe that they are united and they come forward as a whole to help each other during a financial crunch or a community crisis such as helping those in crisis, for instance, in the event of a village fire.</p>
<p>Sindhwai (Chatra block in Chatra district)</p>	<p>Sindhwai is a village of scheduled caste and other backward caste communities. Most families of Sindhwai were landless poor and did labour work in other people's farm in the neighborhood. Labour work engaged both men and women, and men besides labour work also did blacksmith work as a side occupation. Unemployment and lack of work opportunity was the most striking problem affecting for women, men and youth across the community. Sometimes people also migrated outside to do labour work.</p> <p>Poverty in the family was a major problem due to which the adolescent girls and young women could not attend higher education. Some parents wanted to send the adolescent girls to Kasturba Gandhi BalikaVidyalay (KGBV), but since they did not possess residential certificate, they could not get the girls admitted in KGBV.</p> <p>There was no higher secondary school or college nearby which appeared to be the major reason of school dropout of adolescent girls at the higher secondary level. As in the other villages, in Sindhwai also illiteracy of parents seems to be a major problem as it caused in their lack of awareness on the importance of education. Due to this, education of children is not a priority for parents.</p> <p>The adolescent girls felt that lack of toilet facility in their village posed major embarrassment for them.</p>

1. Recommendations for building Material

Activities	Recommendations
RCC and still systems	<ul style="list-style-type: none"> • Use of <i>pozzolona</i> material blended Portland cement can be made mandatory as base material for RCC and still systems. • Sand and aggregates from pulverized debris and/ or sintered flyash for concrete and mortar should be used wherever available. • Use of recycled still forms and bars for reinforcement should be promoted.
Alternative structural systems	<p>Structural system can be designed and constructed using following alternative technologies</p> <ol style="list-style-type: none"> 1. Ferro cement and / or precast components for column, beams, slabs, staircases etc. 2. Ready Mix concrete 3. Resinous curing agents
Masonry	<p>Use bricks / blocks made from the following materials individually or in combination</p> <ol style="list-style-type: none"> 1. Fly ash + sand + lime bricks / blocks (IS 4139) 2. Pulverized debris + cement bricks / blocks, Industrial waste based bricks / blocks, aerated light weight BPC concrete blocks (IS 2185) 3. Phospho –Gypsum based blocks (IS 12679) and Lato blocks (laterite cement; IS 12440)
Mortar	<p>Sand from pulverized debris and / or sintered fly ash Increase of pozzolana material content in BPC</p>
Plastering	<p>Any of the following alternative plasters can be used</p> <ol style="list-style-type: none"> 1. Calcium silicate plaster 2. Cement plaster (sand for plaster as per IS 1542) 3. Fiber reinforced clay plaster / Phospho-gypsum plaster / Non-erodable mud plaster 4. Resinous curing agent instead of water
Roofing and Ceiling	<p>Use the following eco-friendly material for roofing</p> <ol style="list-style-type: none"> 1. Fiber reinforced polymer (FRP) instead of PVC, Foam PVC, Polycarbonates, acrylics etc. 2. Micro concrete roofing tiles / Bamboo Matt Corrugated roofing sheets
Windows, Doors and Openings	<p>Ferro cement and pre-cast RCC lintel (IS 9893), Chajja and <i>Jalis</i> instead of RCC should be used.</p> <p>Timber and Aluminium / Steel frames can be replaced by</p> <ol style="list-style-type: none"> 1. Ferro cement and Pre cast RCC Frame (IS 6523) 2. Hollow recycled steel channels (IS 1038, 7452), and recycled aluminium channels (IS 1948) <p>Timbers if used for shutters and panels must be renewable timber from plantations with species having not more than 10 year cycle for timber.</p> <p>MDF Board (IS 12406) can also be used instead of timber, plywood, glass. PVC/ FRP doors (IS 14856) should be used in wet areas.</p>
Electrical	<ul style="list-style-type: none"> • Used unplasticised PVC or RDPE products instead of Aluminium, Brass, PVC, GI and SS. Products with recycled Aluminium and Brass components can also

	be used wherever applicable.
Plumbing	<ul style="list-style-type: none"> • Use RCC, unplasticised PVC (IS 15328), GI, CI pipes instead of lead, AC pipes. • Where applicable use products with recycled aluminium and brass components for fitting fixtures and accessories. • Use polymer plastic (ISO EN 15874) hot / cold water systems instead of G.I.
Water Proofing	<ul style="list-style-type: none"> • Use Epoxy resins instead of Tar felt/ Pitch.
Paint / Polish	<ul style="list-style-type: none"> • Use cement paints (IS 5410) / Epoxy resins paints for external surfaces. Use water based paints, enamels, primers and polishes.

2. Recommendations for resource conservation through building services

Activities	Recommendations
Water Supply / Sewerage	<ul style="list-style-type: none"> • Maintain uniform pressure by using separate distribution system for each floor. • All faucets and fixtures should be of low flow rate. • All WC to be used with dual flush system with lower flow rate. Install water meters in necessary places. • Exotic or Ornamental plants which require more water should be avoided. • Plant native / indigenous species with low water requirement. • Onsite recycled water (if available) can be used for watering the lawns. • Sprinklers should be used for watering the lawns. • Water consumption for outdoor use should be used. • Harvesting, storage / recharge of rainwater should be done to the maximum. • Treatment facilities for campus drinking water supply should be provided if the quality is not meeting IS standards. • Dual plumbing lines can be established to separate grey and black water. • Eco-friendly treatment system for combined stream of grey water and black water should be installed.
Outdoor lighting	<ul style="list-style-type: none"> • Renewable energy based (Solar PV, Biomass, Wind, Fuel Cells) lighting systems should be used wherever possible in walkways, parking and landscaped areas. • Use of fluorescent / compact fluorescent lamps (CFL) for general lighting of outdoor spaces and common / circulation areas namely passage, staircase, lifts, corridors, lobbies etc. should be encouraged.
Solar Water Heater	<ul style="list-style-type: none"> • Provide solar water heaters in all roofs, preferably in hostel buildings. • Provide solar water heater with non electric booster
Waste Management	<ul style="list-style-type: none"> • Separate bins should be provided for collection and separation of biodegradable, non-biodegradable and recyclable waste. • A separate collection system should be provided for hazardous waste like batteries etc. • A decentralized (on-site) treatment plant based on non-energy intensive and eco friendly technology (vermicomposting or anaerobic digestion) can be installed for the treatment of organic waste.

3. Hazardous Waste Management

Hazardous materials—such as laboratory chemicals, chemical by-products, chemical handling supplies, paints, and solvents—can cause pollution and present risks to health, safety, and the environment. The improper use and disposal of hazardous chemicals have consequences on both the health of those who handle the material and those whose water, air, and land may be polluted by leaks, spills, and volatile emissions. The following actions are recommended:

- Regulate all uses of hazardous waste in campus.
- Minimize the production of hazardous waste through education, inventory tracking, and intra-campus redistribution
- More permanent and detailed labeling (possibly with barcodes)
- Information on the substitution of alternative, safer chemicals at time of purchase
- Conduct on-site inspections, training and program reviews, and investigations of incidents.
- Oversee safe use of radioactive materials and radiation producing machines.
- Handle, transport, and appropriately dispose of hazardous waste materials.
- Establish a battery recycling program so that rechargeable (lithium, nickel-hydrate etc.) batteries are recycled rather than
- incinerated as hazardous waste or (in the case of alkaline batteries) taken to the landfill.
- Test, detect, abate and/or dispose of materials containing asbestos and/or lead.
- Develop contingency plans and procedures.

4. Occupational Health and Safety

Occupational health and safety can be taken care at two stages, namely a set of occupational health and safety measures for construction workers during up gradation work, and the general health and safety of students in workshops.

General Recommendations:

- Ensure the health and safety of the employer's workers and other workers present at the workplace.
- Establish occupational health and safety policies and an OHS program.
- Provide general direction to management, supervisors and workers about their responsibilities and roles in providing a safe and healthy workplace.
- Provide specific direction and delegate authority to those responsible for health and safety.
- Provide workers with the information, instruction, training and supervision necessary to carry out their health and safety responsibilities.
- Provide and maintain protective equipment, devices and clothing and ensure that they are used.

Recommendations for Hazard control:

- Identify potential hazards through regular inspections and either eliminate or control the hazards without delay.

- Remedy any workplace conditions that are hazardous to worker health or safety.
- Develop written safe work procedures.
- Encourage workers to express concerns and suggest improvements on health and safety issues, for example, through safety talks, meetings, or consultation with worker representatives.

5. Safe Sullage Disposal And Organic Waste Management

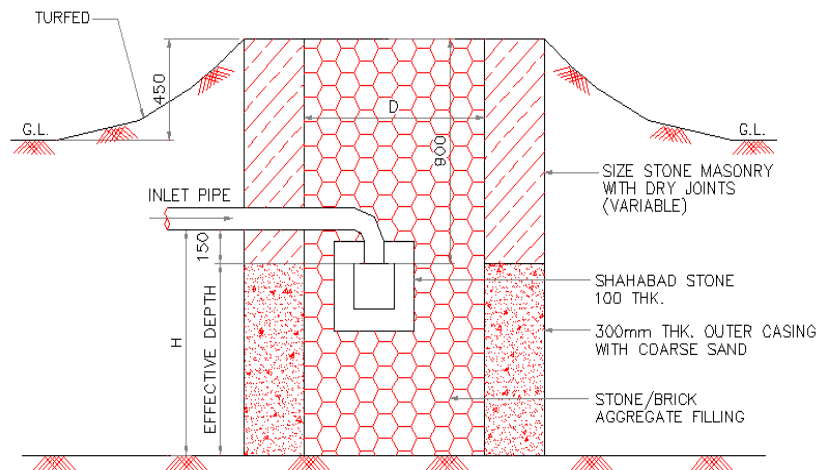
It will always be better to manage and treat domestic grey water generated in the house in the area/courtyard/land surrounding the house. The following technological options appear suitable for this purpose:

- Leach pit for sanitary latrines
- Soak pit for waste water

(i) Soak Pit

Soak pit is a dug out pit filled with stones or preferably over burnt bricks. The large numbers of stones or bricks increase the surface area over which biological and chemical action takes place. The water seeps into the ground and reduces danger of polluting the ground water sources.

Typical Details of Soak Pit without lining



Source: MM

Advantages

- This is the cheapest technology for management of water at household level
- Prevents grey water stagnation
- Prevents vector breeding.

Operation and maintenance (O&M)

- Filter to be cleaned every fortnight or month, depending on accumulation of dirt

- Make a hook of thick wire and pierce it in the filter and take filter media out and clean/wash it and dry and replace it in the earthen pot
- Soak pit loses its capacity within a period of 7 to 8 years of work. At that time take out the boulders from the pit, scrap the walls of the pit in order to remove the oily layer; let the pit dry for a period of 2 to 3 days and clean and dry the boulders and replace into the pit.

Limitations

- Soak pit is not suitable for rocky terrain and areas having impermeable soil strata.
- It will overflow if wastewater flow in the pit exceeds the design flow
- If suspended solids get into the pit, the choking of the pit will take place earlier.

(ii) Off Site Community Level Management

For the community grey water of this type, the first step would be to establish a system for collecting and transporting this grey water for the treatment on a suitable location. It will be necessary to establish a suitable drainage system for this purpose. This drainage system could be of two types:

- Open drain with technically sound design, involving semi-circular base and trapezoidal cross section so as to maximize self-cleansing velocity for carrying away silt in grey water
- Closed drain-small bore grey water draining system with intercepting tanks at suitable points.

a. Open or Surface Grey water Drainage System

For collection and transportation of grey water flowing out from the houses, surface drain has been the simplest system, whereby, the community grey water is carried away from the village for treatment. This system can be established easily with available local mason at minimum cost.

Operation and maintenance (O&M)

- Gram Panchayat will have to establish a system for periodical cleaning and silt removal from the drain.
- Community will have to be educated to keep the drain free from garbage, so as to avoid blockages in drain.
- Care needs to be taken to avoid overflow water from flowing to the open drain. This effluent should be led to soak pit covered at the top.

b. Closed Drainage

Small bore grey water drainage system

In rural areas, closed drain system analogous to conventional sewerage systems will not be feasible because of the excessive capital & operation maintenance expenditure and the sophisticated maintenance requirements. The small bore grey water drainage system which is laid close to the soil surface is suitable and appropriate as it is low cost and requires minimum maintenance which is easy.

Advantages:

- As the system is closed, materials like garbage, road side solid wastes, plastics, building materials etc. will not find access to the system.
- Operation and maintenance becomes easily manageable by Gram Panchayat.

- Construction cost is comparable to the cost for surface drain. It may be only marginally varying.
- Road space is fully utilized.

(iii) Treatment of Community Grey water

Once the community grey water is collected at one or multiple points outside the village, treatment is required to convert it into harmless and reusable water. The treatment technologies need to suit the following requirements.

- As low cost as possible
- O&M should be easy and low cost for Gram Panchayat
- Some cost recovery may be possible by the farmers
- Selling the treated water. Treated water could be used for public gardens or horticulture. The produce may be sold portably.
- Vector breeding is avoided
- Pollution of water from nallah or river is prevented.
- Some appropriate technologies easily manageable by Gram Panchayat/villagers could be as follows:
 - Sludge stabilization and reuse
 - Systems like Decentralized Wastewater Treatment Systems (DEWATS).

Sludge Stabilization Ponds

The grey water collected via drainage system is passed to such ponds excavated at suitable land site and placed serially as a stabilization system in which grey water is stabilized, its pathogenicity is reduced and the stabilized water becomes useable.

a. Anaerobic ponds

The grey water reaching the pond via drain usually has high solid content. In the anaerobic pond, these solids settle at the bottom, where these are digested anaerobically. Thus, the partially clarified liquid is discharged onwards into a facultative pond for further treatment.

b. Facultative ponds

The partially clarified water is led to facultative pond. In this pond oxidation of grey water takes place. It is called 'facultative' because in this pond in the upper layer aerobic conditions are maintained while in the lower layer, anaerobic conditions exist.

c. Maturation pond

The stabilized water from facultative pond is led to a maturation pond. The main function of the maturation period is the destruction of pathogens. This pond is wholly aerobic.

Operation and maintenance

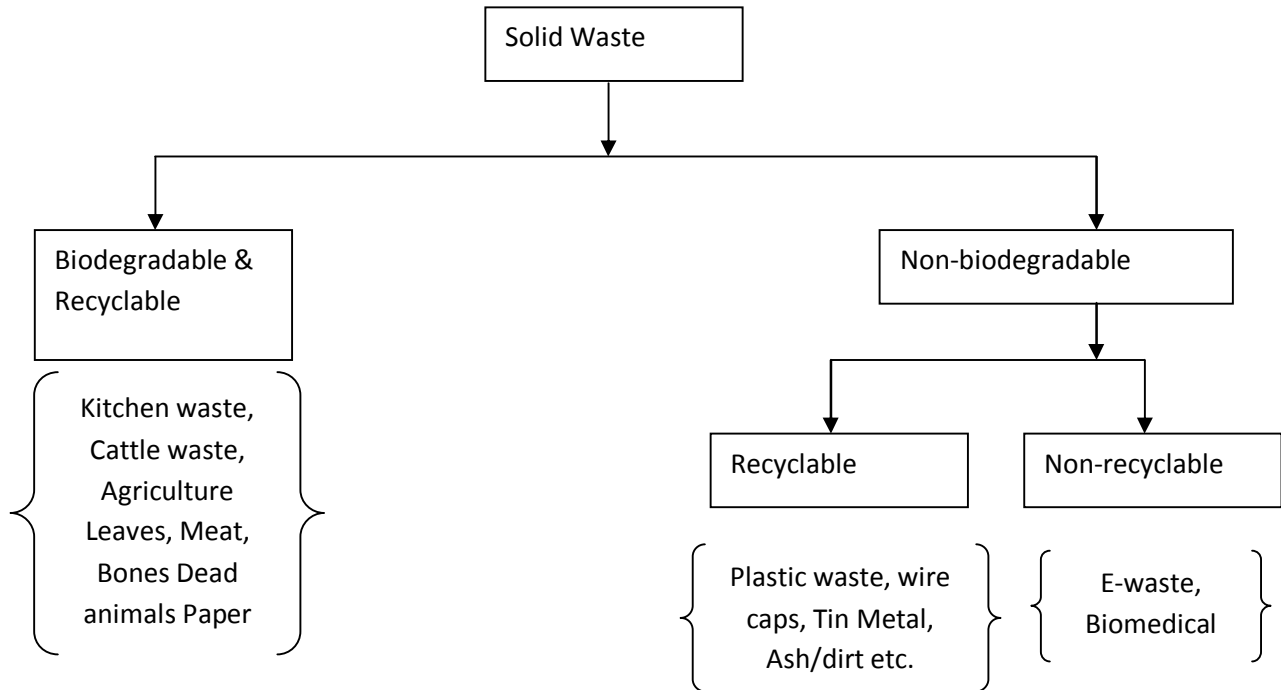
- It will be the responsibility of GP.
- Maintenance requirements are minimal. Regular cutting of grass on embankments and removal of any floating scum from pond surface are the only requirements
- Occasional anti mosquito spraying treatment may be necessary.

Reuse of Stabilized Water

Grey water stabilized and cleaned by the use of any of the above mentioned systems can be reused in many ways such as irrigation for agricultural use and irrigation for horticulture.

6. Safe Solid Waste Management At Individual Household And Community Level

The guidelines in this annexure on solid waste disposal at household and community levels are based on the guidelines in the publication - 'Solid and Liquid Waste Management in Rural Areas - A Technical Note' (TSC, UNIECF). These guidelines will apply to the solid disposal activities undertaken in the UPRWSS.



Approaches for Solid Waste Management

For effective management of solid waste in rural areas, focus should be on management at household level. That which cannot be managed at household level should be managed at the community level. In general, the following approach should be followed:

- Segregation of solid waste at the household level (Biodegradable and non-biodegradable).
 - Reuse of non-biodegradable waste at the household level to the extent possible.
 - Household level treatment of bio degradable waste.
 - Collection and transportation of segregated waste at the household level to a place identified at the community level (in cases where household level treatment is not possible).
 - Community level treatment or recycling/reuse of waste
- All the biodegradable waste should be composted at the community level
 - Non-biodegradable waste may be further segregated and sold or recycled
 - Waste which cannot be composted, reused or recycled may be disposed at the commonly agreed places following appropriate procedure, (such waste may usually be construction waste, debris etc.).

Community level composting

Community level composting may be resorted to when management of solid waste at household level is not possible. For community level composting, Panchayat should select a suitable site as Compost Yard for the village. Site should be selected taking into consideration wind flow direction, so that the inhabited areas don't get any foul odour. The site should be easily accessible for transportation of waste and manure. It should not be a low lying area to avoid water logging.

a) Underground manure pit or garbage pit:

This is applicable for rural areas with low rainfall and villages where there is lack of space at household level for composting. This is not suitable for heavy rainfall areas and rocky terrain.

Use and maintenance of the pits

- Go on adding collected garbage in the pits (only biodegradable type)
- Wherever possible, it is advisable to add cattle dung slurry to the garbage to enhance the composting process
- Spread a very thin layer of soil over it (once a week) to avoid odour & fly nuisance
- Continue to add garbage everyday
- Follow the above procedure & repeat the layers till the pit is full. It is recommended to fill the pit up to about 300mm above ground level
- After 3-4 days the garbage above ground settles down
- Plaster it with soil.
- Leave the pit as it is for 3-6 months for maturation and start other pits sequentially
- After 3-6 months take out the compost & use it in the fields.

b) Underground brick lined manure pit or garbage pit:

This is applicable for rural areas with low rainfall and villages where there is lack of space at household level for composting. This is not suitable for heavy rainfall areas and rocky terrain and is a capital intensive option.

Use and maintenance of the pit

- Go on adding collected garbage from the houses in the pits (only biodegradable type).
- Wherever possible, it is advisable to add cow dung slurry to the garbage to enhance the composting process.
- Spread a very thin layer of soil over it (once a week) to avoid odour & fly nuisance.
- Continue to add garbage every day.
- Follow the above procedure & repeat the layers till the pit is full. It is recommended to fill the pit up to about 300mm above ground level.
- After 3-4 days the garbage above ground settles down.
- Plaster it with soil.
- Leave the pit as it is for 3-6 months for maturation and start other pits sequentially.

- After 3-6 months take out the compost & use it in the fields.

c) Over ground brick lined compost tank:

This is applicable for rural areas with high rainfall and rocky terrain and for villages where there is lack of space at household level for composting.

Use and maintenance of the tank

- Go on adding collected garbage from the houses in the tank (only biodegradable type)
- Wherever possible, it is advisable to add cow dung slurry to the garbage to enhance the composting process
- Spread a very thin (1-2 inch) layer of soil over it (once a week) to avoid odour & nuisance
- Continue to add garbage everyday
- Follow the above procedure & repeat the layers till the heap attains the height of 1m
- After 3-4 days the garbage above ground settles down
- Plaster it with soil
- Leave the heap as it is for 3-6 months for maturation
- After 3-6 months take out the compost & use it in the fields
- Till the manure in the tank matures, make another tank of the same dimensions at a minimum distance of 1m from the first tank.

d) Vermi-composting at Community Level

The following steps need to be followed for vermi-composting at community level:

- Appropriate site selection: the site should be protected from direct sunlight and should not be in low lying areas
- Vermiculture site preparation; Proper ramming of soil or preparation of platform is required before preparation of vermi-compost beds
- Construction of appropriate shed: thatched roof/tin sheds on bamboo/metal poles with proper slope to drain rain water, and proper ventilation
- The biodegradable waste should be pre-digested in a separate bed before transferring to the treatment beds.

Precautions to be taken

- Proper covering of feed bed (local available materials may be used for covering of the vermi-compost pit)
- Avoid excess water (only sprinkling)
- Protect the shed area and the beds from red ants, cockroaches etc.
- Keep the feed beds away from birds/chicken/ducks/rodents from eating the worms.

e) Recycling

In all types of solid waste in rural areas, plastics have become a major cause of concern due to Non-biodegradability, nuisance value in waste stream and blockage of drainage channels, pollution of surface

water and random burning here and there causing air pollution problem. There is no proper collection or disposal system of plastic waste.

f) Disposal on commonly agreed place

In spite of composting, re-use and recycling, some waste remains untreated/unmanaged which requires final disposal. Incineration is a technology where waste is burnt in a specially engineered machine called Incinerator. Incineration is not simply burning, but complete combustion. Incinerators are considered to be causes of air pollution. This is not a viable option for waste management in rural areas. A disposal site is a properly designated and commonly agreed place and used for the disposal of non-biodegradable and non-recyclable inorganic solid waste. It is considered to be a viable option. This land takes care of the problem of disposal of non-recyclable solid waste.

- Selection of disposal site: Gram Panchayat in consultation with ZillaParishad should select the site which should be:
 - Located at the outskirts of the village
 - Accessible
 - On vacant/uncultivated land
 - Located in the natural depressions with slight slopes.
 - Before establishing any disposal site, baseline data of ground water quality in the area shall be collected and kept as a record for future reference.

Operation and maintenance

- Gram Panchayat/Community should prevent entry of stray animals and persons through protective measures.
- Avoid entry of cattle and grazing on the site.

7. Public and Worker's Health and Safety

These guidelines identify possible hazards and the management and mitigation actions for both workers in the various project stages on site and public who may be in the vicinity of the activities.

Pre-construction stage

To ensure the safety, health and reduce possible conflicts with public, the contractor needs to provide information on the construction activities to the public in the area. This should include:

- Location of construction camps, borrow areas and new quarry areas.
- Extent of work
- Time of construction
- Diversions, if any
- Precaution measures in sensitive areas
- Involvement of local labours in the road construction
- Health issues - water stagnation, exposure to dust, communicable disease
- Mechanism for grievances

The Contractor must educate the workers to undertake the health and safety precautions. The contractor needs to educate the workers on:

- Personal safety measures and location of safety devices.

- Interaction with the host community
- Protection of environment with respect to:
 - Trampling of vegetation and cutting of trees for cooking
 - Restriction of activities in forest areas and also on hunting
 - Water bodies protection
 - Storage and handling of materials
 - Disposal of construction waste

Construction Stage

During construction all measures as identified in the bid document will be followed for the safety and health of the construction workers and the neighbourhood. Additionally, safety needs at the construction site would include,

- Personal safety equipment (such as footwear and gloves) for the workers
- Other provisions required:
 - Adequate lighting arrangement
 - Adequate drainage system to avoid any stagnation of water
 - Lined surface with slope 1:40 (V:H) and provision of lined pit at the bottom, at the storage site for chemicals and oil and at the location of the generator used for provision of energy.
 - Also, as required grease trap will be made.
 - Facilities for administering first aid
- The construction contractor will ensure public safety and comfort by
 - Scheduling of construction work based upon sowing, harvesting and local festival needs
 - All the cautionary signs as per IRC: 67-2001 and traffic control devices (such as barricades, etc.) to be put in place as soon as construction activity get started and to be kept in place till the activities get completed.
- Following case specific measures need to be followed during the progress of the activity:
 - In case of blasting, the Contractor must follow The Explosives Rules, 1983
 - During construction in the settlement, the contractor must ensure there shall not be any unauthorized parking as well as storage of material, adjacent to road.
 - Approved chemicals should be sprayed to prevent breeding of mosquitoes and other disease-causing organisms, at all the water logging areas

The DPMU/PHED will need to carry out periodic inspections in order to ensure that all the measures are being undertaken

First Aid and Safety System

The first aid kit should have a clearly marked red cross on all sides and be white in color.

- The minimum contents of the kit would include
 - 6 small sterilized dressings
 - 3 medium and large sterilized dressings
 - 1 (30 mm bottle) containing 2% solution of iodine
 - 1 (30 mm bottle) containing an injury disinfectant
 - 1 snakebite lancet
 - 1 pair of sterilized scissors
 - 1 copy of the Government of India, Factory Services and Labor institute leaflet
 - 100 tablets of aspirin/painkiller
 - Burn ointments
 - Surgical antiseptic solution
- Appropriate arrangements for emergencies and taking injured to hospitals should be made at the site
- Trained health personal at the site during working hours

according to what has been agreed in the contract.

Annexure-X: Demographic details of Tribal Groups in Jharkhand

ST Name	Number Of House-holds	Total Population			Sex Ratio	Child Sex Ratio	Literacy			Worker Participation Rate	Main Worker	Marginal Worker
		Total	Male	Female			Total	Male	Female			
Asur, Agaria	4399	22459	11473	10986	958	956	46.9	58	35.4	47.5	50.5	49.5
Baiga	777	3582	1829	1753	958	1104	36.7	43.3	29.6	46.5	25.6	74.4
Banjara	202	487	242	245	1012	939	40.3	55.4	25.6	39	58.9	41.1
Bathudi	923	3464	1754	1710	975	866	51.2	63.1	39.2	50	47.4	52.6
Bedia	19631	1,00,161	50207	49954	995	1023	58	69	46.9	42.8	54.9	45.1
Binjhia	3109	14404	7320	7084	968	928	56.3	68.9	43.4	51.3	54.2	45.8
Birhor	2661	10726	5472	5254	960	968	34.5	41.3	27.4	47.4	42.6	57.4
Birjia	1358	6276	3174	3102	977	997	50.2	61.7	38.4	49.6	45	55
Chero	19306	95575	48860	46715	956	947	63.6	76.2	50.4	38.1	33.4	66.6
ChikBaraik	11723	54163	27126	27037	997	960	64.5	75.3	53.6	47.7	55.3	44.7
Gond	11338	53676	26925	26751	994	971	59.8	71	48.6	47.1	53.4	46.6
Gorait	1117	4973	2527	2446	968	988	62	72.6	51	43.5	51.7	48.3
Ho	1,85,982	9,28,289	4,59,209	4,69,080	1021	992	54	67	41.4	45.9	47.2	52.8
Karmali	12664	64154	33203	30951	932	912	62.4	73.7	50.3	37.1	53.1	46.9
Kharia, DhelkiKharia, DudhKharia, Hill Kharia	41247	1,96,135	97139	98996	1019	990	65.9	73	58.9	50.6	53	47
Kharwar	46458	2,48,974	1,26,763	1,22,211	964	983	56.4	68.2	44.2	44.2	33	67
Khond	180	221	114	107	939	778	62.4	76	48.4	46.6	44.7	55.3
Kisan, Nagesia	7638	37265	18880	18385	974	989	49.5	60.2	38.5	53.8	40.9	59.1
Kora, Mudi-Kora	7733	32786	16487	16299	989	955	55.5	68.5	42.4	42.7	40.5	59.5
Korwa	7462	35606	18000	17606	978	1002	37.9	45.8	29.7	51	25.6	74.4
Lohra	43517	2,16,226	1,09,383	1,06,843	977	962	56.2	67.1	45.1	46	49.8	50.2
Mahli	34509	1,52,663	76631	76032	992	983	54.2	66	42.4	48	56.1	43.9
Mal Paharia, Kumarb- hag Paharia	30235	1,35,797	67791	68006	1003	997	39.6	49.1	30.2	49.3	45	55
Munda, Patar	2,48,747	12,29,221	6,14,199	6,15,022	1001	973	62.6	72.9	52.4	48	53.2	46.8
Oraon, Dhangar (Oraon)	3,24,826	17,16,618	8,55,210	8,61,408	1007	967	67	75.9	58.1	45.4	53.3	46.7
Parhaiya	5725	25585	13070	12515	958	988	33.1	41.5	24.3	45.7	26.2	73.8
Santal	5,69,996	27,54,723	13,71,168	13,83,555	1009	975	50.8	62.9	39	48.1	39.6	60.4
SauriaPaharia	10215	46222	22970	23252	1012	1034	39.7	48.9	30.6	51.6	40.4	59.6
Savar	2752	9688	4864	4824	992	1019	33.7	43.3	24	48.2	30.8	69.2
Bhumij	48610	2,09,448	1,04,910	1,04,538	996	968	56.7	70.4	43	46.5	38.9	61.1
Kawar	1874	8145	4082	4063	995	981	64.3	76.9	51.7	51.4	53.5	46.5
Kol	10163	53584	27037	26547	982	1013	47.7	60.3	34.8	44.6	36.2	63.8
All Schedule Tribes	17,61,025	86,45,042	43,15,407	43,29,635	1003	976	57.1	68.2	46.2	46.9	46.2	53.8

Source: Statistical Profile of STs in India, 2013 (Ministry of Minority Affairs, GoI)

Annexure-XI: ST specific demographic details of Tejaswini Project districts

S. No	Project Districts	No. of Blocks	All Ages		14-24 years			
			Total Population	% of ST population w.r.t. respective district's total population	% of total ST 14-24 years w.r.t. respective district's total ST population (all ages)	% of ST females w.r.t. respective district's total ST population (14-24 years)	% w.r.t. respective district's total Female ST population (14-24 years)	
							ST Female Rural	ST Female Urban
1	Bokaro	9	2,062,330	12.40%	22%	49%	67%	33%
2	Chatra	12	1,042,886	4.37%	21%	51%	97%	3%
3	Deoghar	10	1,492,073	12.13%	19%	50%	97%	3%
4	Dhanbad	8	2,684,487	8.68%	21%	49%	84%	16%
5	Dumka	10	1,321,442	43.22%	19%	52%	99%	1%
6	Godda	9	1,313,551	21.26%	19%	51%	99%	1%
7	Jamtara	6	791,042	30.40%	19%	51%	98%	2%
8	Khunti	6	531,885	73.25%	20%	51%	94%	6%
9	Kodarma	6	716,259	0.96%	19%	49%	87%	13%
10	Latehar	9	726,978	45.54%	20%	51%	97%	3%
11	Lohardaga	7	461,790	56.89%	21%	50%	93%	7%
12	Pakur	6	900,422	42.10%	18%	53%	99%	1%
13	Palamu	20	1,939,869	9.34%	20%	48%	98%	2%
14	PurbiSinghbhum	11	2,293,919	28.51%	21%	49%	76%	24%
15	Ramgarh	6	949,443	21.19%	23%	48%	70%	30%
16	SaraikelaKharsawan	9	1,065,056	35.18%	21%	49%	91%	9%
17	Simdega	10	599,578	70.78%	20%	50%	94%	6%
	TOTAL	154	20,893,010	23.98%	20%	50%	90%	10%